

The Conference Board MANAGEMENT RECORD

SEPTEMBER, 1945

Copyright 1945 by
National Industrial Conference Board, Inc.

VOL. VII, No. 9

Seniority and the Returning Veteran

QUESTIONS of job seniority as they relate to World War II veterans are besetting leaders of industry, government and labor. Which one, for example, of a succession of jobholders shall have his job back? And what happens to all the others who are denied their former job? Little attention was given, unfortunately, to these and other intricate issues involved in job seniority of workers and returning veterans when the Selective Service law was passed in 1940.

NO COURT DECISION YET

Policies laid down by the Selective Service Administration as interpreted by the local boards often seem to be in sharp conflict with seniority provisions in collective-bargaining agreements and with seniority policies in nonunionized industries. Decisions by some United States district courts have likewise run counter to seniority practices developed by management and labor.

As yet, none of the cases in dispute has reached the United States Supreme Court, a step some observers feel is necessary to untangle the situation. Others indicate a desire to work out their problems on a local basis, taking each situation as it arises and deciding it on its merits.

According to the Selective Service law, a veteran who "was in the employ of a private employer" shall be restored "to such position or to a position of like seniority, status, and pay unless the employer's circumstances have so changed as to make it impossible or unreasonable to do so." This key provision has been at the root of many differences of opinion, having been variously interpreted by the

interests involved, but other sections of the law as well have created much confusion.

By May 25, 1944, when General Lewis B. Hershey issued the well-known memorandum 190-A, conflicts between rulings by the Selective Service Administration and agreements by management and labor had become quite acute. This memorandum states that "a returning veteran is entitled to reinstatement in his former position or one of like seniority, status and pay even though such reinstatement necessitates the discharge of a nonveteran with greater seniority."

Labor unions immediately protested the memorandum, claiming that the entire principle of seniority was being jeop-

arded. mended that "the seniority formula be adopted on a basis of not less than one month of seniority rights for each month of military service" after September 1, 1940.

This agreement gives the veteran of World War II seniority for time spent in the Armed Forces regardless of prior employment. This plan, however, was not agreed upon all the way down the line by certain international unions, and was opposed by some of the locals. Nor did it meet with the approval of the Selective Service Administration.

Table 1 indicates the extent to which this formula has been accepted by companies cooperating in THE CONFERENCE BOARD's survey. Some of the companies

Table 1: Programs of Two Hundred Companies for Seniority Credit for Time Spent in the Armed Services Regardless of Prior Employment

Policy	American Federation of Labor	Congress of Industrial Organizations	United Mine Workers District 50	Railroad Brotherhoods	Independent Unions	No Union	Total ¹
Seniority credited.....	25	35	2	..	2	..	64
Seniority not credited..	84	47	10	4	33	9	187
Policy not yet decided..	32	27	5	2	8	3	77

¹Some companies have contracts with more than one union.

ardized. Neither was industry altogether satisfied with the ruling and legal advisers, particularly of the railroads, stated that General Hershey's interpretation was not in keeping with the intent of Congress when the law was passed.

In July, 1944, representatives of the Veterans of Foreign Wars and the AFL and CIO worked out their own formula for determining seniority of World War II veterans. Their agreement provided that "the veteran will be credited with seniority rights based on length of military or naval service," and they recom-

reporting have agreements with more than one union.

In August, 1944, at a meeting arranged by the National Industrial Conference Board, Colonel Paul H. Griffith, then director of the personnel division of the Selective Service Administration, reaffirmed the policy of the SSA as outlined in the interpretative bulletin 190-A. Victor Reuther, director of the war policy division of the United Automobile, Aircraft and Agricultural Implement Workers Union (CIO), who represented organized labor, stated that 190-A jeopardized

seniority even for World War II veterans because it gave veterans seniority for one year only after their discharge from the Armed Forces

Arbitration has been employed in a number of cases where disputes over seniority for veterans have arisen. In most instances, both bulletin 190-A and the provisions of the VFW-AFL-CIO agreement have either been ignored or set aside because of their nonapplicability to the seniority case involved.

A decision by the Eighth Regional War Labor Board in the case of the Murray Company of Dallas, Texas, may establish a trend toward giving seniority credit to veterans not previously employed. Veterans beginning their first job with this company will receive seniority credit for the time spent in the Armed Services or the merchant marine from September 1, 1940, to their date of discharge. They are subject, however, to the usual thirty-day probationary period for new employees.

SPECIAL PLANS DEvised

In several industries, workers and management have sought to establish other means of providing for the returning veteran. In one instance, a contract containing a seniority clause gives the injured veteran plant-wide seniority regardless of the fact that there may be other types of seniority plans within the plant. This procedure gives the ex-service man the privilege of fitting into any position for which he is capable any place within the plant or company so long as it does not displace any employee with greater seniority. Once the veteran is placed on the job and has proven his ability, he cannot be "bumped" by a nonveteran from another department, or, for that matter, by another veteran. This entire issue is tied up with the versatility of the veteran and frequently gives broader opportunities to men who have gained new skills while in military service.

Seniority plans generally fall into five distinct categories. Company-wide seniority gives an employee seniority privileges throughout all the plants of the company. Plant-wide seniority permits a worker to have seniority throughout an entire plant of a given company. Departmental seniority is limited to employment within a particular department. Occupational seniority is confined to the particular craft or operation in which the worker is employed. Divisional or area seniority, which is particularly prevalent among railroad workers, gives an employee on each operation or in each

craft seniority throughout an entire division. In some instances, workers have the benefits of both occupational and plant-wide seniority. All these plans are part of established seniority procedures, and for the most part have been applied to the employment of returning veterans as they have been to the employment of civilians. Unions are opposed to the sacrifice of the principle of seniority under any circumstances, and with few excep-

To determine how industry is coping with this knotty issue, the companies cooperating in this study were asked to state their definition of a temporary employee. Concepts were widely varied, and in some instances had not yet been formed.

"Under union contract," states a Midwestern metal trades company, "all new employees are 'on probation' for one year. Therefore, employees leaving to enter

Table 2: Seniority Plans in Operation in Two Hundred Companies

Plan	American Federation of Labor	Congress of Industrial Organizations	United Mine Workers District 50	Railroad Brotherhoods	Independent Unions	No Union	Total ¹
Company or plant-wide	64	47	5	2	20	5	143
Departmental.....	60	73	6	2	21	2	164
Occupational.....	18	12	7	2	8	1	48
Divisional.....	6	5	1	3	2	..	17
Not stipulated.....	4	2	..	..	2	6	14

¹Many of the companies have different types of seniority plans in operation in their various plants.

tions insist on the same terms for veterans and nonveterans alike in collective-bargaining agreements.

Table 2 indicates the various types of seniority plans applying in most cases to veterans and nonveterans alike.

How to decide which one to reemploy for the job which has been filled by two or more men who have served in the military forces is not made very clear by the original Selective Service law, by 190-A, or by union agreements. Many collective-bargaining agreements contain the provision that the principle of seniority shall apply to the extent that the worker with the most ability on the job shall be employed. But if Veteran A, with the longest seniority, is deemed less capable than Veteran B or Veteran C, and one of the latter is rehired, the decision comes into direct conflict with the requirements of the Selective Service law. Yet such action within an individual plant or company is regarded by many branches of labor and industry as being in keeping with the spirit and practice of collective bargaining.

TEMPORARY WORKER DEFINED

Another problem concerns the matter of "temporary workers." The Selective Service Administration has stated that the question of whether veterans left "temporary" or "permanent" jobs to enter service depends on "the actual scope and purpose of the hiring, the circumstances of employment, the employment agreement, express or implied, written or oral. . . . the terms and provisions of a collective-bargaining agreement under which the veteran may have been hired must be weighed as evidence."

the Armed Forces before completing the first year of employment are 'temporary employees.' Also, all employees hired after September 1, 1940, for and used exclusively on new jobs created by and expressly for production of war materials are technically 'temporary employees.'

Another metal trades company says that a "temporary employee is one who has been employed seasonally, who has a job which is not continuous, or who takes the place of an absent employee, including employees in the Armed Forces."

An Eastern mass production industry states:

"Any employee hired for a job that was strictly on a war contract has been considered a 'temporary' employee."

A company with many branches, dealing with a vital war and peacetime raw material, provides this definition:

"A temporary employee is (1) any person who was hired for a definite, temporary period of time or (2) any person who took a job made vacant by an employee entering service. In the latter case, employee may qualify as having held a permanent job if there had been sufficient normal turnover (excluding entries into Armed Forces) during his military leave of absence."

A representative of this company describes the way the system works:

"The plan we are now using to determine temporary and permanent employees is working out satisfactorily and has caused very little trouble up to this point. This is true in spite of the fact that during the past eighteen months there have been cases in some of our plants where reductions in forces were necessary, and in some cases veterans were reinstated or retained in their positions while nonveterans with great-

er seniority were demoted or laid off." From a Michigan plant:

"For the purposes of considering re-employment rights of a veteran, the company uses a liberal interpretation of the definition of temporary as outlined in Selective Service Local Board Memorandum 190-A, Part III, Paragraph 4. This policy is believed to be the meaning of the reemployment provision of the Selective Service Act of 1940. There are indications that the union here has a different interpretation of the reemployment law. In the administration of this policy, the company expects to be guided by court decisions on the reemployment law."

From a railroad:

"A temporary employee is one who has been employed to replace a man entering the service. If a man was employed to replace a service man and he, in turn, was inducted into service, he will be classified as a temporary employee, but every effort will be made to provide him with work of some type."

This theme was echoed by a number of companies engaged in various industrial operations.

From a large utility:

"While all employees hired since May 1, 1942, have been informed that their employment was for the duration of the present national emergency, no other distinction between regular and

temporary employees has been made."

An important Canadian metal products company states:

"Every new employee when hired is classified as a temporary employee. After being continuously employed for a period of twelve months, an employee shall be classified as a regular employee. . . . Temporary employees prior to enlistment become regular employees if company service, plus military service, is greater than twelve months."

A leading textile firm sets forth its policy as follows:

"Reasonable effort will be made to reinstate temporary employees returning from military service, although they are not covered by the Selective Service Act. Employees temporarily transferred to fill vacancies arising from military service shall return to their former department with accumulated seniority when the replaced employee returns."

With the termination of World War II, jobs and the question of seniority become more vital than ever before. Many jobs have disappeared, thus creating a situation where seniority can play no part. Other jobs have been decisively changed in their requirements even though the job titles in some instances remain the same. In such cases, veterans may be

told that seniority does not apply, since they do not have the "ability" needed for the revised job. Union members insist that the "superseniority" for veterans outlined in 190-A is inferior to the straight seniority clauses negotiated into union contracts, an opinion upheld by many employers. This conflict over determination of seniority adds to the complexity of the entire situation.

The President, in an address to Congress, has asked for clarification of federal government policy in relation to the Selective Service law, so that the re-employment rights of veterans may be defined. It is evident, however, that in many local situations the problems of seniority have already been met through consultations and agreements locally by representatives of labor and management. This is especially true of industries which have not been affected by postwar cutbacks. But in "war baby" industries, where cutbacks have caused mass layoffs, the picture has not been so bright. Experienced observers of the labor-relations scene declare that only where there is a high degree of employment can the principle of seniority in its most complete form be worked out to the satisfaction of all concerned.

ABRAHAM A. DESSER

Management Research Division

Vacations for Returned Servicemen¹

A NATION-WIDE survey of vacation policy for returning service men and women² has just been made by THE CONFERENCE BOARD. In many of the eighty-three companies³ which cooperated the vacation policy for returned servicemen is more liberal than for regular employees and does not reflect their regular vacation policies. Some companies which have an established policy, nevertheless deviate from it in individual cases.

¹Vacation policies for returned servicemen were given brief coverage in a Supplement to *The Management Record*, May, 1945, under the title "Vacation Policy in 1945."

²Including employees granted leaves of absence for duty in the Maritime Service.

³A breakdown of the 83 cooperating companies according to type of business:

Type of Business	No. of Companies
Aircraft.....	1
Banking, insurance and investments.....	5
Building materials.....	2
Cement.....	1
Chemicals.....	5
Communications.....	2
Department store and mail-order house.....	2
Electrical equipment.....	7
Food and dairy products.....	12
Heavy machinery and metals.....	11
Leather.....	4

Sixty-one of the companies, or 73.5%, indicate that they have an established policy for granting vacations to returning servicemen. Among the companies answering "yes," one requires the veteran to have five or more years' seniority, including military service; one specifies that its policy is in effect for the union-contract year only; and another requires a trial work period to be completed before vacation eligibility based on service seniority is authorized. Still another requires a veteran to have been employed one year prior to entering the service. Among com-

panies answering "no," one considers each case individually, and another has a union contract which stipulates a vacation only after a serviceman has been re-employed a year. A company which shuts down its factory for two weeks in July to give a vacation to all employees grants one week's pay to veterans having six months' prior service and two weeks' pay to veterans with twelve months' prior service. Another company provides for veterans by means of a long-established policy pertaining to extended leaves of absence.

Maritime Service

Fifty-two, or 85.3%, of the sixty-one cooperating companies¹ who have established vacation policies extend their vacation benefits for returning servicemen to cover employees who joined the Maritime Service. One company grants special vacation benefits if the employee was

¹Three companies did not answer this question.

Mining.....	1
Office machinery and equipment.....	4
Oil.....	1
Paper and lumber.....	7
Piano manufacturers.....	1
Precision instruments.....	3
Publishers and printers.....	1
Rubber.....	1
Ruler manufacturers.....	1
Shipbuilding.....	2
Silverware.....	1
Textiles.....	2
Transportation.....	4
Utilities.....	2

given leave to join the Maritime Service; in another company the employee must have been in the Maritime Service,¹ as separate and distinct from the merchant marine.

VACATION ALLOWANCE

Among the sixty-one companies, there is much variation in both the amount of vacation allowed during the first year of return and the requirements necessary before the vacation is granted.

Full Vacation

Fifty-six companies indicate that they grant a returned serviceman a full vacation providing certain requirements are met. (See Table 1 for major differences.) Twenty-six of these companies specify that the veteran must return *prior to or before the conclusion of the regular vacation season*. One company advises that the combined prior service in the company and in military service warrants one week's vacation for six months or

Table 1: Requirements for Grant of Full Vacation

	No. Companies	% Companies Reporting
Veteran must return before end of vacation period.....	26	46.2
Veteran must return before end of calendar or vacation year.	14	25
Veteran must work specified period of time after return...	11	19.8
Companies with other plans...	5	9
Total.....	56	100

more of service and two weeks' vacation for four years or more of service. Another company handles each case on its individual merits but generally tries to grant the full vacation if the employee returns prior to the vacation season. A railroad company specifies that the serviceman must return at least six months before the end of the current vacation year in order to qualify for a vacation in that year and must have worked eighty days or more in the vacation year in which he entered the service. In this company a veteran returning during the last six months of a vacation year qualifies for a full vacation in the year following, provided he had performed service of one hundred sixty days during the vacation year prior to induction.

In fourteen of the fifty-six companies the veteran will receive a full vacation if he returns *any time before the end of the calendar year*. One company states that "if insufficient time remains within the calendar year to take the full vacation,

¹Men in the Maritime Service have graduated from a government training school, under the administrative direction of the United States Coast Guard, before becoming part of the merchant marine.

then that portion may be taken which does remain." Another of the companies has adopted the policy of granting a full vacation generally any time before the end of the year but reserves the right to judge each case individually. Another company "sometimes" gives pay in lieu of vacation under these circumstances, while another will not give a returned serviceman a full vacation before starting work unless he by chance reports for work late in December. One company has incorporated in its policy the proviso that the returned veteran may choose between one month's full salary and no vacation or two weeks' salary and two weeks' vacation irrespective of the date of return.

Five companies have miscellaneous plans in determining the conditions under which a returned serviceman may receive a full vacation the year of his return:

Company A: At the discretion of the department head.

Company B: In addition to the regular vacation authorized the year of return, men with service in United States only are granted one week and men with foreign service two weeks before starting work.

Company C: A full vacation is granted but on the basis of the serviceman's original date of employment rather than calendar year.

Company D: Full vacation is granted on basis of return within the first six months of the vacation year: May 1 to April 30 for salaried employees; February 1 to January 31 for hourly employees.

Company E: Full vacation is granted, provided the returned veteran reports for work before December 1.

The remaining eleven of the fifty-six companies granting a full vacation have indicated only that a *specified period of time must elapse* before such a vacation can be taken, regardless of when the veteran returns. In addition to these eleven companies, three of the companies granting full vacation only if the veteran returns prior to the vacation season also require a specified period of time. The following breakdown shows the periods of time required:

Period of Time	No. of Companies
6 months.....	3
3 months.....	3
60 days.....	1
30 days.....	1
1,500 hours.....	1
1,000 hours.....	1
600 hours.....	1
160 hours.....	1
Must work 60% of pay periods in that year.....	1
Not specified.....	1
Total.....	14

One company will waive its time requirement "in extraordinary circumstances," and in another the plant manager can, at his discretion, reduce the num-

ber of hours required. One company specifying six months will "reduce the required period if the employee was in the service less than six months to whatever period of time he was absent." The company requiring 1,000 hours may allow a returned veteran one-half week after 200 hours.

Partial Vacation

Five of the sixty-one companies indicating some form of established vacation policy for returned servicemen have plans in which only a partial vacation is granted. These are identified as follows:

Company A

A previously employed veteran returning to work between December 1 and April 30 is entitled to one week only. Anyone returning after May 1 will be given a few days in the late fall.

Company B

A returning veteran receives credit for time in the service in determining how much vacation he will receive. If he received a vacation or vacation pay for the year in which he entered the Armed Services, he will not receive any vacation in the year of his return and must wait until the next calendar year.

Company C

A returned veteran is entitled to 5% of his earnings during the vacation year (April 1 to March 31) and one week's vacation if that per cent is equal to one week's pay. If he did not work more than nine months in this vacation year period, he gets no vacation.

Company D

The returned serviceman gets no vacation the year he returns and must work one hundred sixty days to have full pay on his vacation the following year. However, if he comes in too late in the year to work one hundred sixty days, he will be credited with the remainder so as to have a full vacation the following year but will be paid only that proportion actually worked.

Company E

(A large mail-order house)

"Employees returning from military service do not have any accumulated vacation credit. Payment in cash for all earned vacation is made at the time the employee leaves for the Armed Forces (provided he has been with the company one year and is entitled to the vacation benefit).

"After reassignment, the following vacation policy is now in effect:

"*Vacation for Military Absentee with more than 1 Year Continuous Service at Time of Leaving.* When employee reaches his vacation anniversary date, he will be entitled to all unpaid

vacation accumulated since he returned to the active payroll in accordance with the company's vacation policy. The employee's vacation anniversary date does not change by reason of his military service. Example:

"Employee's adjusted employment date.....1/1/36
Transferred to military leave of absence (paid all accumulated vacation).....7/1/41
Reassigned to active payroll..5/1/44
Next vacation anniversary date1/1/45
Eight months' service accumulated between 5/1/44 and 1/1/45. Employed entitled to one and 2/6ths of a week's paid vacation on.....1/1/45
Entitled to 1/6th of a week's pay for each month of continuous service thereafter.

"Vacation for Military Absentee with less than 1 year of Service at Time of Leaving. When the employee reaches his vacation anniversary date, he will be entitled to all vacation accumulated from his adjusted employment date to his anniversary date, excluding the time he was on military leave, in accordance with the company's vacation policy. The employee's vacation anniversary date does not change by reason of his military service. Example:

"Employee's adjusted employment date11/15/41
Transferred to military leave of absence (not paid accumulated vacation)..... 9/15/42
Reassigned to active payroll. 5/15/44
Next vacation anniversary date11/15/44
Ten months' service accumulated between 11/15/41 and 9/15/42
Six months' service accumulated between 5/15/44 and 11/15/44

On 11/15/44 employee will be entitled to 1 week's vacation for first 12 months' accumulated service and 1/6th of a week for each month accumulated in addition. In this example employee would be entitled to 1 and 4/6ths weeks' vacation on 11/15/44."

A sixth company, a railroad, previously discussed under full vacation allowance, grants a partial vacation to a returned veteran who qualifies for vacation during the year of his return but who received a partial vacation for time worked during the vacation year of induction. The employee will be allowed the difference between the partial vacation granted before induction and a full vacation, to be taken during the year of his return.

ACCUMULATED VACATION

The sixty-one companies were asked if an employee could accumulate vacation

time. Only two companies permit vacation time to be accumulated in excess of the authorized vacation due him the year of his return. Two companies state that two weeks' maximum vacation is the company policy for all employees.

GRADUATED VACATION PLANS

Fifty-one companies indicate that time in the Armed Forces counts in determining vacation seniority, two companies have no graduated vacation plan, and two companies did not answer the question.

Fifty-four of the 61 companies do not allow an authorized vacation to a returned serviceman to be carried over to the following year. An exception might be made by one of these companies upon the approval of the "Artery Head or Personnel Director." Six companies allow a vacation to be carried over to the following year, although two of them indicate that it could be done at the convenience of the company only, while one company allows it only on "the approval of the store manager, covering special circumstances." One company did not answer the question.

COLLECTIVE BARGAINING AGREEMENTS

"Does your vacation policy for returned servicemen appear in your collective-bargaining agreement?" This question was asked of the sixty-one companies. Thirty-three, or 54.1%, report that it does not. Ten companies, or 16.4%, have incorporated their returned veterans' vacation policy into their collective-bargaining agreement, although two of them explain that this refers to their permanent employees only. Another one reveals that a special agreement was drawn up. Sixteen companies, or 26.2%, do not have any bargaining unit and one company did not answer the question.

SERVICEMEN NOT PREVIOUSLY EMPLOYED

Many World War II veterans seek employment with companies for which they were not previously working prior to entering the service. But only one of the companies cooperating in this survey reports that it gives any special vacation benefits to a veteran not previously employed. In this one instance, one week's vacation is allowed a newly employed veteran before starting work if he served only in the United States, and two weeks' vacation if he was overseas. The other companies report that a newly employed veteran is given the same vacation benefits as any other new employee.

PAY IN LIEU OF VACATION

Only one of the sixty-one companies with an established vacation policy requires a returned serviceman to accept additional pay in lieu of vacation time the first year of his return. Fifty-six companies do not require pay in lieu of vacation, although one qualified its statement by saying it might be done "if exceptional business conditions required it." Another company has abandoned such a policy since the war ended. Three companies indicate that pay in lieu of vacation is either optional or depends on individual circumstances.

SALARIED EMPLOYEES

None of the reporting companies indicates any differentiation between wage earners and salaried employees in granting vacation benefits to returned servicemen. In actual practice, however, vacation allowances are not uniform because hourly paid workers usually operate under a separate vacation policy from that applying to salaried employees. Nevertheless, no differentiation is made with respect to an individual's military service. One company reports that there is a different vacation year for wage earners and salaried employees for all employees regardless of military service.

On the whole, the present vacation policy survey for returned servicemen seems to be much better established than it was several months ago, although a few of the companies cooperating indicate that their policies may be further liberalized in the immediate future.

WILLIAM N. DAILEY
Management Research Division

Union Welfare Funds

An increasing number of unions are demanding the incorporation of welfare funds in their agreements. These funds are accumulated through employer's contributions of 2% or 3% of payroll and are used to provide life insurance, sick benefits and hospitalization and surgical benefits for union members. In the case of the newspaper handlers' strike in New York City, the National War Labor Board denied the demand of the union for such a fund. The painters' union in New York City has been successful in obtaining an agreement whereby the employers contribute 3% of payroll for life insurance, health and accident, and hospitalization benefits. The fund is administered jointly by the employers' association and the union.

Company Policy on Employee Patents

UNDER the stimulus of wartime production and the increased use of suggestion systems, many companies have found it advantageous to establish a definite patent policy in handling the inventions of their employees. Although they vary as to the form of agreement and methods of compensation, there is general realization that uniform handling of inventions originated by employees is advisable.

Of the 81 companies¹ cooperating with THE CONFERENCE BOARD in its study of patent policy, 68, or 84%, require that some or all of their employees sign a patent agreement at the time of employment. Thirteen, or 16% have the employee sign some form of agreement either at the time the patent application is made or when the patent is granted. Thirty-seven of the companies requiring the signing of a patent agreement at the time of employment indicate that agreements are requested only of administrative and technical personnel, such as company executives, supervisors and foremen, and engineers, designers and laboratory assistants. Sixty-eight of the companies use only one form of agreement, while four companies have a separate form for technical and non-technical personnel. Nine companies have no regularly used patent form.

Companies have varying policies as to the period a patent agreement with an employee is to run. With forty companies, the agreement ends with the termination of employment, but patent rights are retained by twenty-nine companies for various periods beyond the end of employment. Twelve companies did not reply to this question. (See Table 1.)

COMPENSATION

The amount of compensation also varies among the eighty-one companies. Forty-three of them do not pay the employee any specified sum for the use of patent rights for the reason that the employee has been hired for that purpose and it is considered part of his job, or because the employee is recompensed through a suggestion-system bonus, or by promotion or wage increase. One company reports that a specified sum is paid "sometimes" (see Table 2).

¹Machinery and metals companies, 24; transportation, 3; instruments, 12; chemical, 7; oil, 6; electrical, 5; aircraft, textiles, 2; rubber, 3; and miscellaneous, 13.

AGREEMENT WITH REFERENCE TO EMPLOYMENT

Inasmuch as _____ Company is engaged in the manufacture and marketing of _____ and kindred products and is further engaged in the development of various novel processes, methods, apparatus and formulas applicable to the manufacture of _____ and kindred products it is essential for the protection of the company's business that an agreement as to the terms of employment be observed.

The _____ Company, the Employer, and _____ the Employee, have therefore agreed on the following terms of employment as between the Employer and Employee.

The employee, being directly charged with the testing of raw materials and finished products and/or research and development of new and novel _____ and kindred products, will in the course of his employment come in contact with secret matters, formulas, confidential records and research work of the employer.

In consideration of the terms of employment and the salary or wages heretofore paid and hereafter to be paid to the employee by the employer, the employee agrees, that all discoveries, inventions and improvements which the employee during the period of his employment heretofore has made or conceived or which hereafter he may make or conceive during the period of his employment, or during the period of ninety days following the termination of his employment and which relate to the manufacture or formulation of _____ and kindred products, or with any matters which have been heretofore, or which may become during such employment, the subject of investigation or research by or on behalf of the employer, or in which it may become interested during such employment, together with such patent applications and patents as may be obtained thereon in this and foreign countries shall be the sole and exclusive property of the employer, its assigns or nominees; and the employee agrees at any time at the expense of the employer to furnish all information in his possession, and to give testimony concerning any or all of such discoveries, inventions or improvements and to execute and deliver any and all applications for patents and all other instruments which the employer shall deem necessary for use in applying for, obtaining or maintaining Letters Patent of the United States or foreign countries and for use in assigning, conveying and securing to the employer or its assigns or nominees the sole and exclusive right, title and interest in and to said discoveries, inventions, improvements, applications and patents.

The employee further agrees that he will not directly or indirectly disclose, use, patent or publish either during the term of his employment or subsequently thereto, any secret or confidential information, secret processes or formulas of the employer whether developed by the employee or obtained in the course of his employment unless he first shall secure the written consent of the employer.

It is agreed that in the event any provision or portion of this agreement shall be held to be ineffective or invalid, the remaining provisions and portions shall remain binding.

There is the further matter of paying the employee some percentage of income derived by the company from the use of his invention. Sixty-five of the eighty-one companies, or 80% of them, do not pay rank-and-file employees on a percentage basis, most of them giving instead a bonus, a wage increase or promotion. Fourteen, or 17%, of the companies grant employees a percentage of income as follows:

- | | |
|--|---|
| 1. 1/10 of 1% of sales price payable quarterly | 1 |
| 2. 10% of net savings to company.. | 3 |
| 3. 1st \$1,000 or part pays 30%.
2nd \$2,000 or part pays 25%.
any further sum pays 20%..... | 1 |
| 4. 10% of outside income from patent up to \$5,000 and graduated thereafter | 1 |
| 5. 10% until amount paid reaches \$5,000. 5% until another \$5,000. Paid 2½% until another \$10,000. Paid 1% on any amount after that. | 1 |
| 6. 10% of net savings for 1st year or 5% of gross savings for first year, whichever is greater..... | 1 |
| 7. 80% of any income derived up to \$20,000 and 9% thereafter..... | 1 |

EMPLOYEE'S INVENTION AGREEMENT

THIS AGREEMENT, made this.....day of....., 19....., between
 _____ COMPANY, a Delaware corporation, First Party, herein called "Company", (the word "Company"
 wherever used herein shall include said _____ Company and all companies which are now or hereafter
 may be subsidiaries of or controlled by Tide Water Associated _____ Company), and.....

 Second Party, herein called "Employee",

WITNESSETH:

WHEREAS, Employee is employed by Company and has the opportunity of using Company's tools, appliances and facilities, and is desirous of continuing said employment;

NOW, THEREFORE, in consideration of the premises and of said employment and the salary paid therefor, the parties agree as follows:

1. Employee agrees, while in the employ of Company, to use his best endeavors and skill in perfecting and devising processes, apparatus and products pertaining, relating or applicable in any way to the _____ industry or to any business or investigation in which Company is, or hereafter may be, engaged or interested, and fully and promptly to disclose same, and any improvements thereof, in writing to Company, its duly accredited agents or assigns, including any which, either solely or in collaboration with others, he has heretofore devised, invented or discovered since his employment by Company, or any which he may, solely or in collaboration with others, hereafter devise, invent or discover, during his employment by Company; and further agrees, on demand by Company and without further consideration, to execute applications thereon for Letters Patent, whether original or substitutes therefor or renewals, divisions, continuations or reissues thereof, throughout the world, together with proper assignments conveying to Company, or its assigns, the entire right, title and interest therein and thereto, including all such discoveries and inventions, whether patented or not, and all patents and patent or other rights arising therefrom; and if Employee fails or refuses to execute such applications, Company may do so, either in its own name or in the name of Employee, and for that purpose Employee hereby appoints Company as his attorney in fact to execute such applications and/or assignments in accordance with the laws of any country wherein any or all of such patent applications shall be filed. All expenses incident to the preparation, prosecution and filing of such applications and assignments, shall be borne by Company, but Company shall be under no obligation to protect by patent any such invention, discovery, improvement or device, except at its own discretion and to such extent as Company shall deem desirable.

2. Employee agrees, on Company's request, to testify in any proceeding or suit which may arise in connection with his sole or joint inventions, and to do or cause to be done any and all acts and to execute any and all documents which Company may deem necessary or desirable for the full protection of said inventions; any expense attendant upon such proceedings or suits to be borne by Company. Company agrees to pay Employee at the rate of forty dollars (\$40.00) per day for time actually given by Employee at Company's request while attending taking of testimony after termination of his employment by Company.

3. Employee agrees not to divulge to any third party, either during his employment or thereafter, any information, confidential or otherwise, obtained by him while in the Company's employment, relating to the business of Company or to any of its processes, apparatus or products, or to any of the inventions, discoveries, processes, apparatus or products covered hereby.

Upon termination of employment, Employee agrees to turn over to Company all notes, memoranda, notebooks, drawings and records in connection with anything done by him during his employment; it being agreed that same and all information contained therein are at all times the sole property of Company.

4. This agreement shall inure to the benefit of and shall be binding upon Company and its successors and assigns and Employee, his heirs, representatives, executors, administrators, successors and assigns. Company may assign this agreement, either in whole or in part, or any inventions, applications, patents or patent rights hereunder, either in whole or in part.

Wherever necessary to the context, the singular shall include the plural.

IN WITNESS WHEREOF, the parties have executed this agreement as of the day and year first above written.

 By _____ COMPANY
 Vice President

Witness to signature of
 Second Party:

And _____
 Secretary FIRST PARTY

 SECOND PARTY

INVENTION AGREEMENT

AGREEMENT entered into by and between _____ CORPORATION (hereinafter called

be Company), and _____ (hereinafter called Employee), WITNESSETH:

In consideration of the mutual undertakings hereinafter set forth the parties hereto do hereby agree as follows:

1. The Employee agrees:

(a) To disclose promptly in writing to the Company's Patent Department or to such person as the Company may designate, all inventions and improvements heretofore or hereafter made, developed, perfected, devised or conceived by the Employee either solely or in collaboration with others during the Employee's employment by the Company, whether or not during regular working hours, relating to _____ and the manufacture thereof, or relating in any way to _____ the business, developments or products of the Company; and if so requested by the Company, to assign, transfer and convey to the Company all right, title and interest in and to all such inventions and improvements;

(b) At the request and expense of the Company, to make, execute and deliver any and all application papers, assignments or instruments, and to perform or cause to be performed such other lawful acts as the Company may deem desirable or necessary in making or prosecuting applications, domestic or foreign, for patents and reissues and extensions thereof, and to assist and cooperate (without expense to him) with the Company or its representatives in any controversy or legal proceedings relating to said inventions and improvements, or the patents which may be procured thereon;

(c) To regard and preserve as confidential all information pertaining to the Company's business or that may be obtained by the Employee from specifications, drawings, blue prints, reproductions and other sources, and not to publish or disclose either during the term of employment or subsequent thereto, without the written approval of the Company, such or any other confidential information obtained by the Employee while in the employment of the Company.

2. The Company, if it considers any invention or improvement reported by the Employee pursuant to paragraph 1 hereof to be of substantial value and patentable, will, after completing its investigation in regard thereto, award and pay to the Employee the sum of Ten Dollars (\$10.00).

3. The Company, if it elects to acquire any invention or improvement referred to in paragraph 1 hereof, agrees:

(a) To notify the Employee of its election so to do within nine months from the date of the complete disclosure of such invention or improvement to the Company;

(b) To pay all expenses in connection with the preparation and prosecution of patent applications in the United States of America and all foreign countries wherein the Company may desire to obtain patents;

(c) To pay the Employee an additional cash award of Forty Dollars (\$40.00) upon execution by Employee of applications for United States letters patent upon such invention or improvement, together with an assignment thereof to the Company;

(d) To pay to the Employee an additional cash award of Fifty Dollars (\$50.00) if and when the Company obtains a United States patent on such invention or improvement, it being understood that no such award will be paid to the Employee in connection with the granting of any foreign patent;

(e) To pay to the Employee for each of the Employee's inventions additional compensation consisting of a percentage of any income derived by the Company from any sale of such invention or part thereof, or from any royalties which the Company may collect from licenses to others, including those, if any, in an award by the Manufacturers Aircraft Association, Inc., for the use of such invention, on a sliding scale, as follows:

Of the first \$1,000 or part thereof.....	30%
Of the next \$1,000 or part thereof.....	25%
Of any further sums in excess of \$2,000.....	20%

4. It is understood and agreed that the obligation of the Company to make payments pursuant to paragraph 3(e) hereof shall continue during the life of any patent subject to this agreement notwithstanding termination of the Employee's employment with the Company, and that in the event of the Employee's decease, such payments will be made to his executors, administrators or representatives.

5. It is further understood and agreed that the Company may sell such invention or improvement, or license the manufacture thereof for such price or royalty as the Company in its sole judgment and discretion shall determine, or if the Company elects so to do, grant royalty-free licenses for the use of such invention, or waive future royalties for a definite or indefinite period of time on any license theretofore issued by the Company on a royalty basis, and that in any of such events, the Employee shall have no claim or claims against the Company, except to receive under the provisions of paragraph 3 (e) hereof the percentages above set forth of such amounts as the Company shall collect through the sale of such invention or improvement or the issuance of licenses to use the same.

6. If the Company shall fail to elect in writing that it desires to prosecute a patent application on any invention or improvement specified in paragraph 1 hereof within nine months following the complete disclosure thereof to the Company, then all rights of the Company in and to such invention or improvement shall revert to the Employee with the exception only that the Company shall have a paid-up non-exclusive license with respect thereto.

7. Neither this agreement nor any benefits hereunder are assignable by the Employee, but the terms and provisions hereof shall inure to the benefit of the Company's successors and assigns.

Dated:

_____, 19____

Witness:

By _____

Employee

8. 50% on sale of patent rights..... 1
9. Percentage given but no details.. 4

Sixty-nine, or approximately 85%, of the cooperating companies report that they do not give bonuses to executives. Two of them have tried the bonus plan, but consider it unwise and have dropped it. Ten companies¹ have some form of bonus plan for executives submitting patentable ideas, although many do it only in the case of unusual accomplishment; one company has a special fund for the purpose.

ADMINISTRATION

Patent matters are administered differently by various companies, depending on the type of industry and the size of the business. Some of the cooperating companies administer patents on an informal basis as an additional function of management, while other companies employ a full-time patent attorney, and in some cases maintain a patent department. Patent matters in some companies are handled by the legal department. In 29 of the companies, they are handled by a patent committee made up of two or more company executives appointed by management from time to time or on a permanent basis.² Functions of such a committee include evaluation of the merit of a patent application, determination of the amount of compensation to which the employee is entitled, and assistance to the employee in the legal details of having an idea patented. A majority of the companies with patent committees provide cooperative legal assistance. In the twenty-nine companies the executive personnel of the patent committees is as follows:

Technical personnel ³	19
President (or vice-president) and patent attorney.....	6
Patent attorney and department heads	1
President and treasurer.....	1
President, vice-president and chief engineer	1
Vice-president and works manager..	1

Thirty-two of the cooperating companies report that patent matters are handled exclusively by one company executive. In ten of the companies, it is the patent attorney; in seven, the executive, technical or production vice-president. The plant manager handles patent affairs in four companies, the president in three and the director of research in three others.

¹Two companies did not answer this question.

²Nineteen of the committees are established on a permanent basis and ten are appointed by one or more of the following: president, research director, executive officer, vice-president, chief engineer and patent attorney.

³Administration, production and sales executives, factory manager, personnel of legal, patent, research and development departments and engineers.

Table 1: Duration of Postemployment Rights

Period	No. Companies
3 months.....	2
6 months.....	8
1 year.....	6
2 years.....	6
3 years.....	1
Life of patent.....	5
Time not specified.....	1
Total.....	29

In five other companies they are the responsibility, respectively, of the technical director, the chief engineer, the company secretary, the treasurer, and any major executive.

In 20 of the companies, patent matters are handled by other than a committee or a major executive; that is, by the patent or legal division (15 companies), the suggestion system (2), as a general function of management (1), by the research division (1), and by an outside source (1).

Although a large majority of the companies have their patent policy closely allied to the functions of their suggestion system,¹ only two companies actually have their patent policy administered under the suggestion system. All the companies consider the administration of the patent policy to be a function of management, although two companies claim that the workers' views are represented by the chief engineer on the committee and one company "tries out" patentable suggestions with the workers before making any decision. Only one company requires the employee to make application through an outside source.

ATTITUDE OF WORKERS

The companies were asked about their experiences with employee bargaining units. Although the answers, on the whole, appear conservative, several companies indicate that the unions hesitate to assist management in promoting patentable ideas for fear of job displacement. One company states that the bargaining unit has adopted a "gimme" attitude. It would appear from the replies that in five companies workers' organizations have resisted the development of patentable ideas, in six the attitude has been one of indifference, and in eleven the unions have been cooperative. Forty-nine of the companies have had no experience in this connection, while six of the companies are unorganized. Four companies failed to answer the question.

¹In this connection reference is made to THE CONFERENCE BOARD's report, *Studies in Personnel Policy*, No. 43, "Employee Suggestion Systems," which may be helpful to companies desiring to stimulate patentable ideas.

Table 2: Fixed Compensation Paid for Use of Patent Rights

Amount of Fixed Compensation	No. Companies
\$ 1.00.....	14
50.00.....	3
25.00.....	1
20.00.....	1
10.00.....	1
10.00 to engineers; \$10.00-\$100.00 others.....	1
1.00 on assignment; \$10.00 at issue.....	1
1.00 technical; \$10.00 plus bonus—nontechnical.....	1
20.00 on assignment; \$50.00 at issue.....	1
50.00 on assignment; \$50.00 at issue.....	1
25.00 on assignment; \$25.00 at issue.....	2
1.00 on assignment; \$ 5.00 at issue.....	1
25.00 on assignment; \$50.00 at issue.....	1
Nominal sum.....	2
Total.....	31

Many companies indicate that they try to arouse employee interest through their suggestion system (33 companies), labor-management committee, discussions with union leaders, through publicizing employees who have developed patentable ideas, (10 companies), through management staff meetings (1 company) and through publicity on bulletin boards. Bonuses, wage increases, and promotions are depended upon in 17 companies. Sixteen companies have no formal program and two companies consider the development of ideas as part of an employees job. Only a few of the companies express dissatisfaction with results in stimulating employee interest in patentable ideas.

SAMPLE AGREEMENTS

The following is an excerpt from the employee application record of a large manufacturing concern which covers the subject of patents:

"Compensation paid to the employees of the company for services covers inventions and improvements, and the undersigned hereby agrees in consideration of such compensation, that every invention and improvement pertaining to the business of the company conceived or developed by him during the term of his employment is the property of the company, its successors or assigns, and he agrees to disclose and on request to make assignment of such inventions and improvements to the company, the company to pay the expense of securing the patents."

An agreement form in full reads as follows:

I, residing in and employed by the Manufacturing Company, of as a, hereby agree, in consideration of the salary or wages received and to be received by me while in said employ, to assign to said the

Manufacturing Company, or its nominee, the entire rights, title and interest in and to any and all inventions which I may make while in such employment which relate or in any way pertain to the products manufactured by said the Manufacturing Company and to execute all such papers for perfecting said title or for obtaining a

patent or patents on any or all of said inventions in any country or countries, as may be requested of me by said the Manufacturing Company or its nominee, all without further consideration than that hereinbefore stated.

WILLIAM N. DAILEY
Management Research Division

Trends in Collective Bargaining

Layoffs, Rehiring and Seniority

Employees added to the work force of the Studebaker Corporation plant in South Bend, Indiana, after January 1, 1939, are regarded as extra employees without seniority rights under the terms of a collective-bargaining agreement between the company and Local No. 5, UAW (CIO). This agreement states that when the monthly production schedule of a department provides work for less than an average of thirty-two hours a week, the work force in the department shall be reduced after the first of the month so that the schedule will give employees remaining actively on the job an average of at least a 32-hour work week. Shortages of material or other causes of a temporary nature shall not be sufficient reason for layoffs.

Under this agreement, union stewards may work when 10% of their respective group is employed. Employees who are laid off because of a reduction of the work force or the elimination of a job "shall be transferred to and displace any junior employee on any job for which he, the laid-off employee, is qualified, provided he makes written application to the Industrial Relations Department within thirty days from date of layoff. . . . failure to report within two days may mean the loss of a paid job but will not prevent another call. However, failure to report within two weeks after being notified by registered mail will cancel all company responsibility and employee's rights." Laid-off employees will be returned to work according to their ability to perform the available jobs and according to length of service.

Employees may apply for leaves of absence which the company will grant at its discretion for limited periods not to exceed one year and without extensions. The period they are away from the plant will be deducted from their seniority credit. Employees who are elected to union office or public office with the ap-

proval of the local union are not affected by this seniority ruling and their leaves of absence may be extended.

Discipline

Union employees of a bus transportation company that operates under an agreement with the Amalgamated Association of Street, Electric Railway and Motor Coach Employees (AFL) are not to be disciplined or dismissed from their jobs nor have entries made against their record until a full, written statement of charges has been prepared which the affected employee is entitled to see. An impartial investigation can be demanded by the employee within fifteen days after he has been disciplined or dismissed from service.

The agreement states that any union member against whom charges have been filed may have representatives of his own choosing at the hearing and witnesses testifying on his behalf and his own stenographer. Investigations are to begin within five days after the demand therefore, and a written decision made within ten days after the investigation is concluded. The company is to furnish the member and the local union with a written transcript of all testimony. Decisions relating to the discipline or discharge of an employee may be appealed to higher officers of the company within thirty days from the date of the decision.

Should the charge against a member be declared unfounded and without sufficient cause, his record is cleared and payment made for any loss of time incurred, plus a reasonable amount for expenses.

Bulletin Boards

In recent years there has been an increasing demand by labor unions for bulletin boards in strategic locations within plants or offices or space on existing bul-

letin boards. In many agreements it is stated that the supervisor or manager, and in some instances the personnel director, shall approve a union notice before it is put on the bulletin board provided by the company for that purpose. Some agreements state that the employer assumes no responsibility for the notice posted by the union. However, the establishment of bulletin boards by employers for union notices has become quite prevalent, with clauses in the union contract which state that nothing of a controversial nature shall be posted on the boards.

A CIO office workers' union has agreed in its contract with a life insurance company on the following limitation of notices to be posted on a bulletin board with the proviso that "notices and announcements shall contain nothing political or reflecting upon any business, the employer, its employees, or any labor organization among its employees. The employer may request the grievance committee to remove . . . any notices, announcements or other material which would violate any of the provisions of this article." Notices are to be limited to:

1. Notices of union recreational and social affairs;
2. Notices of union elections;
3. Notices of union appointments and results of union elections;
4. Notices of union meetings and activities.

State and Local Legislative Programs

State federations of labor act as the voice of AFL unions in dealing with state departments of labor, state legislation and other matters affecting the social and economic welfare of the unions of workers who are affiliated. The state federation works closely with the central labor body in each community. Central labor bodies, too, have legislative committees that work closely with state AFL headquarters and oftentimes act as a legislation agency for the unions within the community before the city council or board of aldermen and various city agencies.

The constitution of the Massachusetts State Federation of Labor has a section relating to proposed AFL-supported legislation. The section reads:

"On petition of any trade or craft affiliated with Massachusetts State Federation of Labor, having three fourths of the local unions of said trade or craft requesting legislation in the

form of a bill to be presented to the Legislature in their behalf, and having in its embodiment the material welfare of its members, must receive the support of this Federation which shall instruct the Secretary-Treasurer-Legislative Agent to do all in his power to effect its passage and enactment into law. Any petition or resolution requiring legislative action and enactment into law must receive three fourths vote of the State Federation of Labor convention before it can be designated as a 'State Federation Bill.'"

Union Stewards

A noticeable trend in collective bargaining is to be seen in the incorporation of clauses into union contracts relating to the number of union stewards who serve the bargaining unit and rules governing their activities. The following clause was taken from a collective-bargaining agreement at the Lockheed Aircraft Corporation in Burbank, California.

"As designated by the association, there shall be in all branches of the company stewards and senior stewards as follows:

"For a branch which includes less than fifty (50) employees, one (1) senior steward.

"For a branch which includes from fifty (50) to one hundred (100) employees, two (2) stewards and one (1) senior steward.

"For a branch which includes more than one hundred (100) employees, one (1) steward for each fifty (50) employees or fraction thereof and one (1) senior steward for each six (6) stewards or fraction thereof.

"All stewards and senior stewards shall be employees of the company.

"Once each year, at a time designated by the association, the company shall permit all employees to vote on company property and during working hours for stewards to serve them for the coming year. The voting shall be conducted under rules and regulations as may be established by the association and subject to the approval of the company.

"The number and location of the stewards and senior stewards may be adjusted by mutual agreement between the company and the association. Each adjustment shall be determined by the Employment Relations Committee.

"In the event a steward or senior steward is transferred, the company will, in so far as is practicable, notify the association four (4) days in advance of the effective date of such transfer; in the event a steward or senior steward is terminated, the company will, in so far as is practicable, notify the association fifteen (15) or more days in advance of the effective

date of termination, except when termination is for cause or layoff.

"Stewards and senior stewards may use a reasonable amount of time during working hours in the performance of their duties required in the administration of this agreement, but shall inform supervision if it is necessary for them to leave their work area."

Time Studies

Although the attitude of many AFL and CIO labor leaders has become more favorable toward the principle of time study, there is still considerable controversy among some labor leaders and time-study engineers. The causes of the differences vary. In some instances, labor leaders voice dogmatic opposition to the entire principle of time study, in other cases labor, and sometimes management, objects to the method employed. Yet it is becoming evident that more and more union contracts contain clauses relating to time study. The following clause which appears in an appliance company's collective-bargaining agreement facilitates the correcting of production base rates that may have been incorrectly set or have become improper because of changing conditions.

"Any bonus worker has a right, and it is his duty, after having worked on an operation for a reasonable time and after having made a sincere effort to earn bonus on such operation, if he then believes that the base thereon is unjust or improper, to notify his foreman who in turn shall report promptly to the Time Study Department that a re-study is requested; or the workman may, if he prefers, make a request in writing for a re-study of such operation, using the forms provided for that purpose, and making the same in triplicate. Such request shall be signed and dated by the employee requesting such re-study. One copy shall be given to the foreman, who shall promptly send it to the Time Study Department, one copy shall be given to the workman's representative in the union and one copy shall remain in the book of such blank forms kept at the foreman's desk. There shall be no criticism of or discrimination against any employee who requests in good faith that such a re-study be made.

"When a request for a re-study is received by the Time Study Department, a time-study man shall, with help and cooperation of the operator, group leader, and setup man, obtain full and complete information pertaining to the operation, and shall not proceed with the re-study until it is agreed that the operation is properly set up and is being run in a sufficiently normal and ef-

ficient manner to permit a reasonably accurate determination of a fair production base rate. If the union desires, it may designate a representative to act as an observer while such a re-study is being taken.

"Re-studies, as provided for herein, shall cover a sufficient period of time to obtain a measure of all the important factors involved, and shall be continued until the operator agrees that a fair and complete time study has been made, and that all facts in connection therewith have been fully considered.

"As soon as practical after the completion of such re-study and the computation thereof, the worker who requested the re-study shall be notified of the results.

"If the worker is still dissatisfied the matter should be handled through the regular grievance procedure as provided."

Canadian Labor News

The Collective Agreement Act of the Province of Quebec provides that where a collective-bargaining agreement has been entered into, either side may apply to the Minister of Labor of Quebec to have the terms of the agreement made binding by him throughout the Province or within a certain district on all employers or employees in the trade or industry covered by the agreement.

Thirty days are allowed for the filing of objections following which an "Order in Council" may be passed granting the application with or without changes as considered advisable by the Provisional Minister of Labor. The collective-bargaining agreement is administered and enforced by a committee representing both parties.

This law gives impetus to industry-wide collective bargaining even though the workers of small sections of the industry may be organized into unions.

ABRAHAM A. DESSER
Management Research Division

New Guaranteed Employment Plan

The first employment guarantee plan to be included in a contract in the steel industry since the union began its drive for the annual wage was announced in *Steel Labor* for August, 1945. In the agreement made between the United Steelworkers of America and the Wildman Manufacturing Company of Norristown, Pennsylvania, the company guarantees a minimum of 1,200 hours of work during the year for employees with five years' service. The company employs about 325, with about 70% eligible for the guarantee.

Wage and Salary Stabilization

PAY ADJUSTMENTS that might affect prices and those related to dispute cases continue to be subject to Executive Order 9250. Some persons have assumed that the Little Steel formula and the bracket system have been scrapped. This is not true in dispute cases, according to WLB Chairman George Taylor, who has stated that the board's authority under the new wage policy permits adjustments in excess of the Little Steel formula and official wage brackets only if such adjustments are necessary to correct gross inequities or to "aid in the effective transition to a peacetime economy." This latter criterion replaces the old one of "aid in the effective prosecution of the war" and is likely to find considerable usage in cases where involuntary wage increases are not otherwise permissible.

WLB ORDERS CHANGED

Employers were given a free rein by WLB on voluntary pay increases not affecting prices in General Order No. 40,¹ issued on August 20. This order was followed within two days by General Order No. 41, which made an exception to the lifting of wage control in the case of the building and construction industry.

General Order No. 41

Following is the full text of General Order No. 41:

"The provisions of General Order No. 40 shall not apply to employers and employees in the building and construction industry who are subject to the jurisdiction of the Wage Adjustment Board as provided for in General Order No. 13.

"Applications for the increase or decrease of wage rates in the building and construction industry, whether resulting from collective bargaining or otherwise, shall continue to be submitted to the Wage Adjustment Board for approval, as heretofore required, regardless of whether any increase will be used in whole or in part as a basis for seeking an increase in price ceilings or for resisting otherwise justifiable reductions in price ceilings, or for increasing the cost to the United States.

"The Wage Adjustment Board for the building and construction industry, in addition to authority vested in it

by General Order No. 13, is authorized pursuant to Executive Order 9599 to approve such increase as may be necessary to correct maladjustments or inequities which would interfere with the effective transition to a peacetime economy.

"This General Order shall be effective as of Aug. 18, 1945, and shall remain in effect for a period of ninety days thereafter or until further notice."

Seven Orders Repealed

Implementing the basic policy statements in Executive Order 9599 and General Order No. 40, the WLB has announced that seven general orders¹ are repealed:

No.

1—Wage increases ordered by WLB prior to October 2, 1942

1-A—Salary increases ordered by WLB prior to October 2, 1942

2—Procedures in disputes affecting wages

3—Wage increases made before October 3, 1942

11—Increases granted in good faith before November 7, 1942, without WLB approval

26—Pay adjustments in nonprofit organizations

31—Individual pay adjustments

Nine Orders Revised

Coincident with the announcement of repeal of the seven general orders, the WLB also announced revision of orders 5, 7, 9, 10, 10-A, 16, 22, 36 and 37.

Orders 5 and 9

General Order No. 5 refers to individual wage adjustments pursuant to an established wage schedule. It gives permission to make adjustments without WLB approval in case of individual promotions or reclassifications, individual merit increases within established rate ranges, length-of-service increases within established rate ranges, increased productivity under wage incentive plans and in connection with an apprenticeship or trainee system, where such changes do not affect prices. General Order No. 9 applies similarly to salaried employees under WLB jurisdiction.

Previous to August 20, the first paragraph of Order No. 5 was as follows:

"Subject to the requirement of General Order No. 31, wage adjustments may be made in wage rates of individ-

¹A special arrangement giving the main provisions of these orders is in "The Management Almanac, 1945," p. 57.

ual employees, without the approval of the National War Labor Board, if they are incident to the application of the terms of a wage agreement which existed previous to or has been approved since October 3, 1942, or incident to an established or approved wage-rate schedule covering the work assignment of employees and are made as result of: . . ."

The WLB has amended this paragraph to read as follows:

"Wage adjustments may be made in wage rates of individual employees without the approval of the National War Labor Board, if they are incident to the application of the terms of a wage agreement, or incident to an established wage rate schedule covering the work assignments of employees and are made as a result of: . . ."

The first paragraph of Order No. 9 has been amended similarly in the case of salaried adjustments.

Order No. 7

General Order No. 7 previously stated, in effect, that the WLB provided automatic approval in connection with minimum wages fixed by the Fair Labor Standard Act or by state statutes. In its amended form the order reads, in part, as follows:

" . . . The National War Labor Board hereby approves increases in wage and salary rates made in compliance with such statutes and orders, provided, however, that if any changes in such statutes and orders are made or promulgated after April 8, 1943, increases directed thereby which would result in a wage or salary rate in excess of the rate which the War Labor Board establishes as a minimum wage rate by General Order No. 30, may not be made without the approval of the Board except as provided in General Order No. 40."

Order No. 10

The payment of bonuses, fees, gifts and commissions without prior WLB approval has been allowable for some time under General Order No. 10. Previous to August 20, it was necessary in the case of fixed bonuses that they should not exceed the amount paid in previous years while in the case of percentage bonuses the payments could vary if the percent-

(Continued on page 253)

¹For further details see "Wage and Salary Stabilization," *The Management Record*, August, 1945.

SIGNIFICANT LABOR STATISTICS

Source: THE CONFERENCE BOARD, Unless Otherwise Indicated

Item	Unit	1945						Year Previous	Percentage Change		
		August	July	June	May	April	Mar.		Latest Month over Previous Month	Latest Month over Year Previous	
Clerical salary rates											
Billing machine operator.....	mode in dollars	....	....	....	....	28	....	....	....	....
Calculating machine or compt' ter operator.....	mode in dollars	....	....	....	....	28	....	....	....	....
Office boy or girl.....	mode in dollars	....	....	....	....	20	....	....	....	....
Stenographer.....	mode in dollars	....	....	....	....	30	....	....	....	....
Telephone switchboard operator.....	mode in dollars	....	....	....	....	30	....	....	....	....
Senior copy typist.....	mode in dollars	....	....	....	....	28	....	....	....	....
Cost of living											
Food.....	1923=100	113.9	114.9	114.8	112.7	111.6	110.8	111.6	-0.9	+2.1	
Housing.....	1923=100	91.0	91.0	91.0	91.0	91.0	91.0	90.9	0	+0.1	
Clothing.....	1923=100	94.6	94.6	94.7	94.9	94.8	94.5	93.0	0	+1.7	
Men's.....	1923=100	103.9	103.8	103.8	104.1	104.0	103.8	102.1	+0.1	+1.8	
Women's.....	1923=100	85.3	85.3	85.5	85.6	85.5	85.2	83.9	0	+1.7	
Fuel and light.....	1923=100	97.5	97.3	96.3	96.2	96.0	96.1	95.7	+0.2	+1.9	
Electricity.....	1923=100	66.9	66.9	66.9	66.9	66.9	66.9	66.9	0	0	
Gas.....	1923=100	94.5	94.5	94.5	94.5	94.5	94.5	94.5	0	0	
Sundries.....	1923=100	115.4	115.3	115.5	115.5	115.3	115.2	113.6	+0.1	+1.6	
All items.....	1923=100	106.6	106.9	106.9	106.2	105.8	105.4	105.0	-0.3	+1.5	
Purchasing value of dollar.....	1923 dollars	.938	.935	.935	.942	.945	.949	.952	+0.3	-1.5	
All items (BLS).....	1935-39=100	....	129.4	129.0	128.1	127.1	126.8	126.1	+0.3	+2.6
Employment and unemployment											
Employment over economic labor force.....	thousands	....	p 7,800	r 8,266	r 7,641	6,654	6,010	r 9,057	-5.6	-13.9
Total employment.....	thousands	....	p 64,088	r 64,518	r 63,868	62,854	62,180	r 65,001	-0.7	-1.4
Agriculture, forestry, fishing.....	thousands	....	p 11,028	r 11,220	10,675	9,661	8,857	r 11,164	-1.7	-1.2
Total industry.....	thousands	....	p 19,726	r 20,052	r 20,228	20,471	20,708	r 21,341	-1.6	-7.6
Manufacturing.....	thousands	....	p 13,437	r 13,803	14,109	14,403	14,670	r 15,345	-2.9	-12.4
Trade, service, miscellaneous.....	thousands	....	p 33,334	r 33,245	r 32,965	r 32,721	32,615	r 32,496	+0.3	+2.6
Strikes (BLS)											
Beginning in period.....	number	....	p 500	p 485	425	450	400	469	+3.1	+6.6
Workers involved.....	thousands	....	p 290	p 292	310	285	210	172	-0.7	+68.6
Total man days idle.....	thousands	....	p 1,500	p 1,725	2,025	1,330	860	652	-13.0	+130.1
Turnover rates in manufactur'g (BLS)											
Separations.....	per 100 employees	....	p 7.8	r 7.9	7.0	6.6	6.8	6.6	-1.3	+18.2
Quits.....	per 100 employees	....	p 5.2	r 5.1	4.8	4.8	5.0	5.0	+2.0	+4.0
Miscellaneous.....	per 100 employees	....	p .4	.4	.4	.4	.4	.4	0	0
Discharges.....	per 100 employees	....	p .6	r .7	.6	.6	.7	.7	-14.3	-14.3
Layoffs.....	per 100 employees	....	p 1.6	r 1.7	1.2	.8	.7	.5	-5.9	+220.0
Accessions.....	per 100 employees	....	p 5.6	r 5.9	5.0	4.7	4.9	6.3	-5.1	-11.1
Wage earners											
All manufacturing industries (BLS)											
Earnings, hourly.....	average in dollars	....	....	1.039	1.043	1.044	1.044	1.017	-0.4	+2.0
weekly.....	average in dollars	....	....	46.35	r 46.01	47.12	47.40	46.24	+0.8	+0.5
Hours per production worker.....	average per week	....	....	44.6	44.1	45.1	45.4	45.4	+1.2	-1.5
Twenty-five manufacturing industries											
Earnings, hourly.....	average in dollars	....	1.110	1.111	1.100	1.101	1.101	1.072	-0.1	+3.5
weekly.....	average in dollars	....	49.49	r 50.33	49.62	50.13	50.99	48.86	-1.7	+1.3
Hours per production worker.....	average per week	....	44.6	r 45.2	45.0	45.4	46.1	45.4	-1.3	-1.8
Employment.....	1923=100	....	123.3	r 127.6	130.9	134.0	136.2	142.2	-3.4	-13.3
Total man hours.....	1923=100	....	111.8	r 117.3	119.8	123.7	127.6	131.3	-4.7	-14.9
Payrolls.....	1923=100	....	229.3	r 241.3	244.1	252.5	261.0	261.1	-5.0	-12.2
Wage-rate increases.....	average per cent	....	5.2	9.9	5.0	7.0	3.8	5.3	....	....
Production workers affected.....	per cent	....	0.4	1.1	1.3	0.3	0.4	0.8	....	....
Manufacture and distribution of gas											
Earnings, hourly.....	average in dollars	....	....	....	....	....	a 1.042	.985	....	+5.8
weekly.....	average in dollars	....	....	....	....	....	a 49.92	44.48	....	+12.2
Hours per wage earner.....	average per week	....	....	....	....	....	a 47.5	44.6	....	+6.5
Generation and distribution of electricity											
Earnings, hourly.....	average in dollars	....	....	....	....	....	a 1.146	1.104	....	+3.8
weekly.....	average in dollars	....	....	....	....	....	a 52.05	48.95	....	+6.3
Hours per wage earner.....	average per week	....	....	....	....	....	a 45.1	44.0	....	+2.5
Class I railroads¹											
Earnings, hourly.....	average in dollars	....	....	....	.982	.984	.982	.971	-0.2	+1.1
weekly.....	average in dollars	....	....	....	52.04	51.96	52.47	50.90	+0.2	+2.2
"Real" weekly earnings.....	1923=100	....	....	....	165.3	165.6	167.8	164.1	-0.2	+0.7
Hours per wage earner.....	average per week	....	....	....	53.0	52.8	53.4	52.4	+0.4	+1.1
Agricultural wage rates per month² (BAE)											
With board.....	average in dollars	....	89.58	....	....	r 82.88	....	r 81.27	....	+10.2
Without board.....	average in dollars	....	85.80	....	....	78.60	....	77.79	....	+10.3
New York City metro. area, eighteen manufacturing industries	average in dollars	....	99.00	....	....	92.70	....	89.54	....	+10.6
New York City metro. area, eighteen manufacturing industries											
Earnings, hourly.....	average in dollars	....	1.125	1.126	1.126	1.122	1.121	1.080	-0.1	+4.2
weekly.....	average in dollars	....	51.30	51.35	51.35	51.84	51.79	50.00	-0.1	+2.6
Hours per production worker.....	average per week	....	45.6	45.6	45.6	46.2	46.2	46.3	0	-1.5

¹Derived from Interstate Commerce Commission reports.

²As of first day of month.

aJanuary, 1945

pPreliminary

rRevised

Chronology of Labor Relations

August

1 *Bill to Stimulate Housing Program*

Senators Robert E. Wagner of New York and Allen J. Ellender of Louisiana introduce bill to provide federal subsidies of \$133,000,000 to stimulate the construction of 1,200,000 dwelling units a year for at least the first five years after the war.

4 *WLB Power Challenged*

The Birmingham local of the International Typographical Union (AFL) announces its refusal to abide by a National War Labor Board order that the workers end their three-week strike. The local's president stated that if "members of our union . . . decide not to produce newspapers, there is nothing the WLB can do to force them to produce newspapers."

Russian Workers Have Right to Strike
Vassili Kuznetsov, Chairman of the Soviet All-Union Central Council of the Trade Unions, who is visiting the United States, declares that there are no strikes in Russia although "Russian workers have the opportunity to strike." If grievances cannot be settled through the regular channels "the government decides," Mr. Kuznetsov says.

7 *Bus Strike Called in Buffalo*

Buffalo Transit lines, serving ten suburban communities, stop running as a result of a strike by members of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees (AFL). A controversy over wages and discharges is responsible.

8 *AFL Attacks Ball-Burton-Hatch Bill*

The Executive Council of the AFL contends that the Ball-Burton-Hatch bill "destroys the fundamental freedoms of the workers, vests in employers a large measure of domination over workers and their unions, seeks to set up compulsory arbitration, revives government by injunction, virtually eliminates the union shop. . . ."

Frankenstein Opposes Jeffries for Detroit Mayoralty

Richard T. Frankenstein, Vice President of the UAW-CIO, polls 82,936 votes to 68,754 votes for Mayor Edward J. Jeffries of Detroit in a nonpartisan municipal primary election. Their names will appear on the ballot for mayor in the November municipal election.

9 *AFL Demands End of WLB*

"Free collective bargaining," with an end to WLB control over wages, is asked by Executive Council of AFL.

10 *WLB Denies Severance Pay*

With labor members dissenting, the NWLB refuses to order severance pay for aircraft plant workers because "it was known from the start that postwar aircraft production would amount to only a small percentage of wartime production levels."

13 *CIO Asks Maintenance of Take-home Pay*

Predicting that there will be 10 million unemployed within six to eight weeks, Sidney Hillman, Chairman of the CIO Political Action Committee, states, in part, that there must be "no reductions in take-home pay. With cutbacks and the return to a shorter work week, CIO demands that the pay workers receive must be adjusted upwards."

14 *Japanese War Ends*

President Truman announces: "I have received this afternoon a message from the Japanese Government in reply to the message forwarded to that government on August 11. I deem this reply a full acceptance of the Potsdam declaration, which specifies the unconditional surrender of Japan."

15 *Snyder Predicts Large Unemployment*

John W. Snyder, Director of the Office of War Mobilization and Reconversion, predicts 5 million unemployed in three months and probably 8 million by the spring of 1946.

16 *President Asks No-strike Pledge*

Relaxation of wage controls subject to the restraint of existing price ceilings is announced by President Truman. The President asks that no-strike, no-lockout pledges be kept until a labor-management conference, which he will convene, finds a substitute for the WLB disputes machinery.

Veterans Get Priority for Government Jobs

Applications for federal jobs will be restricted to war veterans, according to an announcement by the Civil Service Commission.

Wage Earners To Buy More War Bonds

About 92% of the wage earners polled in the Detroit area want payroll deductions for the purchase of war bonds to continue in peacetime, according to surveys by the Departments of the Treasury and Agriculture.

17 *Little Steel Formula Made Flexible*

WLB Chairman George W. Taylor states that "if there are gross inequi-

ties and reconversion would be interfered with, we will correct them, the Little Steel formula and brackets notwithstanding."

20 *Two Unions Terminate No-strike Pledge*

The United Farm Equipment & Metal Workers (CIO) and the United Packinghouse Workers (CIO) announce termination of their no-strike pledge. The former demands a 30% wage increase, the latter an increase of 17½ cents an hour.

21 *Executive Order 9240 Revoked*

Executive Order 9240, restricting the payment of overtime for work on Saturdays, Sundays and holidays, issued by President Roosevelt on September 9, 1942, is lifted by President Truman.

22 *WPB Drops Priorities System*

The War Production Board announces abandonment, on September 30, of its Controlled Materials Plan.

24 *Railroad Strike Averted*

The Illinois Central System is taken over by the Office of Defense Transportation to avert a threatened strike of firemen and enginemen.

26 *Labor Education Program Considered*

The United States Department of Labor is considering a workers' educational program which would be available to management representatives as well.

27 *Bethlehem Steel Employment Estimated at 160,000*

E. G. Grace, President of the Bethlehem Steel Company, estimates the company's postwar employment at 160,000 as compared with the 1937 figure of 100,000. By September 15, the company will have laid off 45,000 workers since the day Japan surrendered.

28 *WLB Seeks To Drop Arbitrary Powers*

A national policy emphasizing the settlement of labor disputes with the NWLB assuming jurisdiction with the consent of both parties is announced by Secretary of Labor Lewis B. Schwellenbach and WLB Chairman George W. Taylor.

Local Union Sues International

Two suits are filed in the Federal Court in Washington, D. C., by 264 members of Local 147 of the New York Sandhogs' Union who ask \$3,140,000 damages because of an alleged "illegal conspiracy to take over and destroy" Local 147.

(Continued from page 250)

age remained the same. The amended Order No. 10 reads as follows:

"The payment to employees, whose wage or salary adjustments are subject to the jurisdiction of the National War Labor Board, of a bonus or gift may be made without the approval of the National War Labor Board provided that such payments will not be used in whole or in part as the basis for seeking an increase in price ceilings or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or services being furnished under contract with a federal procurement agency, will not increase the cost to the United States."

Order No. 10-A

On December 14, 1942, the WLB adopted General Order 10-A which stated that "a bonus payment made by an employer to an employee severing his employment for the immediate purpose of entering the Armed Forces of the United States does not require the approval of the National War Labor Board." A question that arose in this connection was whether an employer may pay to his employees in the Armed Forces without board approval all or part of their previous salaries. The board answered this question in December, 1944, as follows:

"Yes. Section 3 (f) of the Selective Service and Training Act has been interpreted as permitting an employer to pay to an employee who enters the Armed Forces the compensation the employee was receiving before induction, or any portion thereof, without the approval of the Board."

The amended Order 10-A adopted on August 20 reads as follows:

"A bonus payment made by an employer to an employee severing his employment for the immediate purpose of entering the Armed Forces of the United States does not require the approval of the National War Labor Board, provided that such payments will not be used in whole or in part as the basis for seeking an increase in price ceilings or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or services being furnished under contract with a federal procurement agency, will not increase the cost to the United States."

Order No. 16

Where women are performing work similar in quality and quantity to that performed by men, General Order No. 16 has provided that wage adjustments may be made by employers to equalize women's pay with that of men without prior approval by the WLB, provided

such adjustments have no adverse effect on price ceilings. The order included a statement that "such adjustments shall be subject to the Board's ultimate power of review, but any modification or reversal thereof will not be retroactive." The amended order of August 20 eliminates the WLB power of review.

Order No. 22

Proposed pay changes under cost of living adjustment plans (escalator clauses) have been subject to WLB approval under General Order No. 22 since December 8, 1942, regardless of when the escalator agreement was made. Where such proposed adjustments have proved to be in excess of the Little Steel formula allowance of 15%, the cost of living adjustment agreements have been considered nonenforceable.

In the amended Order No. 22 of August 20, the 15% limitation is removed and the only remaining barrier is the price relief provision. The amended order is given here in full:

"No clause contained in any labor agreement, commonly known as an 'escalator clause,' relating to wages or salaries subject to the jurisdiction of the National War Labor Board, regardless of when the agreement was made, which provides for an increase in wage or salary rates, shall be enforced without the approval of the National War Labor Board if such increase will be used, in whole or in part, as the basis for seeking an increase in price ceilings or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or services being furnished under contract with a federal procurement agency, will increase the cost to the United States."

Orders 36 and 37

General Orders 36 and 37 were amended on August 20 to include Executive Order 9599 in the handling of wage matters in Hawaii.

E. S. HORNING

Management Research Division

Employment in July

A DECLINE of fully 430,000 for the month brought the total number of persons employed or in the Armed Forces to 64.1 million in July. This represents a decrease of more than 900,000 from the level of last July. Civilian employment was fully 3% below a year ago. A contraseasonal drop of approximately

for the year. The industry has more than 400,000 fewer workers than in June, and 2 million fewer than last July. Cutbacks and cancellations of war contracts accounted for almost 90% of the employment cuts. While the transportation equipment, automobile and iron and steel groups accounted for almost 70% of the

Table 1: Employment and Unemployment
In Thousands

Distribution of Labor Force and Employment	1945			r1944	1943
	July ¹	June ¹	May	July	July
Unemployment.....	.....	.....	.....	.....	.....
Excess of employment over economic labor force..	7,800	8,266	7,641	9,057	8,129 ^r
Total employment.....	64,088	64,518	63,868	65,001	63,712
Agriculture.....	10,856	11,047	10,506	10,982	11,385
Forestry and fishing.....	172	173	169	182	197
Total industry.....	19,726	20,052	20,228	21,341	22,314
Extraction of minerals.....	595	603	548	638	696
Manufacturing.....	13,437	13,843	14,109	15,345	16,320
Construction.....	1,508	1,419	1,411	1,410	1,756
Transportation.....	3,246	3,248	3,223	2,996	2,514
Public utilities.....	940	939	936	952	1,028
Trade, distribution and finance.....	7,403	7,431	7,447	7,402	7,410
Service industries (including Armed Forces).....	24,486	24,362	24,068	23,627	20,984
Miscellaneous industries and services.....	1,446	1,453	1,450	1,467	1,421

¹Subject to revision.

^rRevised.

240,000 between June and July was registered by nonagricultural employment.

Manufacturing employment showed the greatest decline both for the month and

munitions cutbacks, heavy losses occurred in the machinery, electrical machinery, chemicals and nonferrous metals groups.

(Continued on page 256)

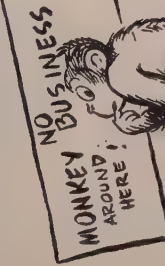
Dressing Up the Safety Manual

SHORT CUTS AND LONG CUTS



Sharp pen and pencil points sticking out of pockets often cause painful punctures and lacerations. These wounds are apt to cause infection. If you use your shirt or vest pocket as a pen or pencil sheath, turn the points downward. The blunt end won't hurt you. Better still, keep all pointed instruments out of pockets.

Handle paper carefully! The sharp sheared edges will cut as neatly as a razor if you handle them carelessly.



APPRENTICE DRAFTSMEN'S SAFETY MANUAL



Hitting bells are like fire bells... they usually create a mad rush! Take your aisles or corridors. No running is allowed at any time within plant property.



Do not tilt your stool against a desk or wall. The experts fall just as

...as you operate a drafting machine, do not bump your co-workers with sharp-cornered arms or scales...



Never use boxes, open desk drawers, drawing stools or other make-shift substitutes for step ladders.

SAFETY ON THE MILLING MACHINE

Wear side-screen safety glasses to prevent eye injuries.
When handling materials, lift and grip safely. Watch out for burrs.

When a wrench is used, be sure it is the right type for the job and in good condition. Fit it firmly over the nut or bolt, then with a firm safe grip, pull carefully. Do not jerk. Watch your stance and clearances. Do not jerk. Watch

Keep hands away from rotating cutters and end mills.

When changing or adjusting cutters, handle them with care.

Never use rags about rotating cutters. Remove chips with a brush. Never use your bare hands.

Never attempt to oil or adjust a machine while it is in motion.

SAFETY ON THE SCREW MACHINE

Wear side-screen safety glasses.

Do not oil, clean, or adjust, while machine is in motion.

Never attempt to feed stock into machine while it is in motion.

Keep stock guards closed when machine is in operation.

Observe that your fingers are always kept clear from moving parts on the machine.

When setting up automatic...

SAFETY ON THE BORING MILL

Wear side-screen safety glasses.

Use the right kind and size of wrench, and hold it securely when tightening down jobs. Watch your stance when pulling.

Never put tools or accessories on portable stairs or work surfaces. Someone may fall and injure himself. Keep the area surrounding the machine clean of oil to prevent falls.

Shut off power when making adjustments around moving parts.

Never use defective wrenches ... Exchange them at the Tool Room.

Never ride Boring Mill table unless it is positively necessary... then be careful to watch clearances. Don't wear loose clothing about Boring Mill. It's dangerous!



SAFETY ON THE BORING BAR

Wear side-screen safety glasses for eye protection

or a brush to clean away chips. Amps to hold job securely.

APPRENTICE MACHINISTS & TOOL MAKER'S SAFETY MANUAL

SAFETY ON GRINDERS

Cup-type safety glasses must be worn when grinding or...



"GENERALLY SPEAKING"

You, as the operator, are not qualified or expected to make any repairs on your equipment. Report all unsatisfactory equipment to your supervisor so that repairs and replacements can be made immediately.



To clean equipment, use material provided for that purpose - don't use gasoline, or other inflammable material.

NEVER WELD or cut on a completely closed container. Pressure created inside may cause an explosion. If container is closed, ask for instructions on safe procedure in welding.

All drums and tanks should be thoroughly cleaned to remove volatile material. Gasoline or grease may vaporize, explode and burn you. NEVER TEST for a leak with a match. Use soap water.

Burns may be caused by splattering slag or misdirected flames. The wearing of oil soaked clothing is to be avoided. Under no circumstances should oil or grease be used to lubricate any valves or connections. Oxygen under pressure may react violently on contact with oil or grease.

Remember, someone's life may depend on your efficiency, thoroughness, and carefulness. Be a safe workman and a good workman.

ELECTRIC WELDING

BEFORE STARTING any welding operation, be sure that all electrical connections are made correctly. Have a firm ground connection.



When leaving your work, open the main switch on your equipment, breaking the circuit to protect both the other fellow and yourself.

Properly insulate all electrical connectors to the machine.

BE CAREFUL and avoid shocks when you work around electrical equipment. Never wear metal objects such as rings, watch chains, or metal buttons which may touch a live circuit. They may give you a severe electrical shock.

GOING TO BLAZES

FLAMING WELDING torches and blazing arcs cause fires which burn down factories. You would hate to see your home a heap of smoking ruins; and you wouldn't want to come to work and see the shop burned to the ground. Yet such fires happen every day. Be sure that you are not the cause of such a fire.

When welding or cutting near inflammable material such as wooden boxes, place protective guards around your work. Remember hot cutting sparks can fly 20 to 30 feet.

Compressed oxygen should never be used to "blow out" a tank or other confined space as means of ventilation.

DON'T WEAR



Greasy or oily clothes.
Ragged clothes.
Metal objects such as watches, rings, metal buttons.
Low type (Oxford) shoes of any kind.
Worn shoes and shoes with nailed soles.
Greasy gloves.
Loose neckties.

APPRENTICE WELDERS' SAFETY MANUAL

When welding in confined spaces, take care that the air does not become so polluted with fumes of combustion that it is too impure to breathe.

GAS WELDING

"Brass Shakes" also known as "metal fume fever" which is sometimes caused by smoke from burning of sheet metal or brazing, passes off within a few hours. If at any time, while working, you do not feel well, report immediately to one of the shop hospital. Breathing of lead fumes when welding or cutting lead pipe may result in poisoning. Consult your foreman for the proper protective equipment before doing work of this kind.

Be sure that all connections to pressure regulators and torches are tight before using the equipment.

When lighting your torch, be sure that the acetylene valve (left) is open. After gas has been ignited open oxygen valve and then make



any necessary adjustment on valves to get required flame. Close oxygen valve first.

NEVER PUT MATERIAL on top of tanks. This practice may cause damage to delicate gauges.

When tanks are empty, turn off valve and mark "empty".

You can't get a head so protect the one you have by wearing:



Clear cup goggles for protection when chipping.

A face shield over goggles to protect eyes and face from flames and sparks.

ARC WELDERS WEAR

Fibre welding helmet over green goggles with side shields. Goggles protect eyes from chipping, and furnish protection from someone else's flash when hood is up.



Welder is to check machine before starting.



ELECTRIC WELDING arcs emit harmful ultra-violet and infra-red rays which burn the eyes severely causing many painful hours. This can be prevented by protecting your eyes with darkened safety welding goggles and helmets.

Dragging of cables over construction work causes excessive wear on the cable. Do not allow cables to lie in oil. This oil attacks and destroys the insulation.

The Allis-Chalmers Manufacturing Company has prepared safety manuals for apprentice welders, draftsmen, machinists and toolmakers in order to bring to the attention of these groups important job performance factors and hazards related to their jobs. These special booklets are used in addition to the manual, "Safety Always," which is published for all employees.

This program is the third of a series of presentation of company-safety and shop-practice rules. demonstrating pictorial presentation of company-safety and shop-practice rules.

(Continued from page 253)

Employment in the nonmunitions industries as a whole fell between June and July, a reflection of some seasonal changes as well as curtailments in military purchases. The only sizable cut was reported by the textile and apparel groups. Recruitment of labor for the textile mills remains a difficult problem, with former textile workers not counted on to return to the mills in large numbers until the fall. An increase in the food group partly offset the declines.

The number of miners declined over the month by 8,000, and over the year by 43,000. Many more workers are required, especially in coal mines, in order to satisfy basic civilian needs during the ensuing months. The great need is for skilled workers, and at the urgent instigation of spokesmen for the industry, Congress had been impelled to sanction the releasing of essential miners from the Armed Forces.

Trade reported a loss of 28,000 workers this month. Although 250,000 more workers were engaged in transportation this July than last year, the industry reported a loss of 2,000 workers for the month. To prevent a rail transportation breakdown under the mounting pressure of redeployment and increased freight and civilian passenger traffic, the War Department authorized the furloughing of men with railroad experience from the Armed Forces. Other steps taken to alleviate the situation included the issuance of directives to local draft boards ordering deferment of railroad employees, and the importation of labor.

The downward trend in nonagricultural employment was offset somewhat by increased employment in construction, public utilities, and the service industries. Public utilities was the only one of the three not above the level of last July. The construction industry, freed almost entirely of wartime WPB restrictions, engaged 89,000 more workers in July, and was fully 4% higher than a year ago. All government restrictions on the building of homes, public works and commercial structures will be lifted on October 15. This industry will probably be the greatest additional source of jobs in the immediate postwar period.

Total farm employment was 10.9 million in July, or 191,000 less than in June. This is the smallest June-July decrease experienced since the war. However, the number of persons employed on farms was 126,000 less, or 1% below last July.

Hired workers increased from 2,451,000 to 2,593,000 for the month, offsetting in part a drop of 334,000 in the number of

Table 2: Labor Market Conditions in Selected Areas after V-J Day

Source: War Manpower Commission

Areas with Layoffs of 10,000 or Over (As of August 24)	Layoffs			Job Openings ¹	Total Unemployment Compensation Claims ²	
	Aug. 15-24	Aug. 25-31	Sept. 1-7	As of Aug. 24	Week Ended Aug. 25	Week Ended Sept. 7
Detroit, Mich.	100,000	15,000	21,000	7,100	87,500	104,800 ^a
New York, N. Y.	89,200	29,700	21,800	62,400	48,200	59,700
Chicago, Ill.	85,000	10,600	5,000	46,000	59,400	n.a.
Los Angeles, Cal.	70,000	14,000	18,900	39,000	50,600	62,200
Newark, N. J.	58,800	7,500	5,100	10,200	38,000	35,300
Cleveland, Ohio.	58,000	5,000	2,500	12,000	2,300	11,400
Buffalo, N. Y.	38,000	1,900	1,000	4,000	25,100	34,800
Cincinnati, Ohio.	37,000	500	2,500	3,700	950	7,300
Paterson, N. J.	35,000	2,300	2,500	10,900	22,900	13,600
Kansas City, Mo.	33,600	3,200	1,300	5,700	8,200	n.a.
St. Louis, Mo.	33,500	2,900	3,500	10,500	21,200	n.a.
Baltimore, Md.	32,000	4,000	2,700	15,000	9,800	17,500
Philadelphia, Penna.	29,400	5,200	900	16,900	16,000	21,700
Milwaukee, Wis.	29,000	1,500	300	8,800	15,400	10,000
Boston, Mass.	24,000	1,500	b	13,300	9,500	12,900
Minneapolis-St. Paul, Minn.	22,000	5,500	3,800	12,600	7,400	7,000
Hartford, Conn.	20,000	b	n.t.	3,000	7,600	14,700
Pittsburgh, Penna.	19,500	2,300	3,300	16,000	10,800	14,900
Columbus, Ohio.	18,000	200	1,800	3,200	360	2,800
Dallas, Texas.	17,900	900	1,000	5,000	3,000	4,700
Dayton-Springfield, Ohio.	17,000	500	b	3,700	380	2,700
San Francisco Bay, Cal.	17,000	6,000	7,500	24,000	9,100	8,300
Rochester, N. Y.	16,000	1,000	300	4,500	4,200	8,500
Portland, Ore.-Vancouver, Wash.	15,800	4,600	8,100	15,700	5,100	6,000
Toledo, Ohio.	15,700	2,000	800	3,700	2,200	4,200
Springfield-Holyoke, Mass.	15,600	60	800	3,500	5,200	5,500
Bridgeport, Conn.	15,400	b	n.t.	n.a.	5,500	n.a.
Indianapolis, Ind.	15,000	b	1,600	6,700	6,700	n.a.
Providence, R. I.	15,000	300	1,100	8,500	n.a.	9,900
Flint, Mich.	14,000	400	100	2,100	18,000	13,600 ^a
Wichita, Kansas.	14,000	3,800	3,500	2,500	2,900	4,400
Atlanta, Ga.	13,500	2,700	3,000	5,500	3,700	n.a.
Oklahoma City, Okla.	12,400	700	150	2,300	4,400	n.a.
Denver, Col.	11,000	2,500	200	3,500	n.a.	850
Evansville, Ind.	10,300	5,900	1,800	1,200	3,800	12,100
San Diego, Cal.	10,000	2,000	2,400	4,200	6,900	9,700

¹USES local office unfilled openings.²As reported to Bureau of Employment Security, Social Security Board.^aUnemployment claims for these areas are currently filed on bi-weekly basis, and therefore understate the number of

persons claiming compensation and are not comparable with the August 25 figures.

^bNo significant layoffs.^{n.t.}Normal turnover.^{n.a.}Not available.

family workers. Both hired and family workers were under the level of twelve months previous.

LABOR MARKET AFTER V-J DAY

Approximately 1.8 million workers were displaced from their jobs in the first ten days after the sudden surrender of Japan, according to the War Manpower Commission. However, some of the workers displaced are being absorbed into expanding and continuing industries, and other workers—women, youths, and older workers—may decide to withdraw from the market and not seek other jobs.

The First Ten Days

Of the 1.8 million layoffs, more than 1.2 million occurred in the seventy-three areas surveyed by the USES. These areas included 57,222,000 of the nation's population of approximately 135 million and had 6.3 million employed in the munitions industries as of July 15.

Thirty-seven of the seventy-three areas reported layoffs of 10,000 or more

during the first ten days. The areas hardest hit were Detroit, the metropolitan area of New York, Chicago, Los Angeles, Newark, and Cleveland. Out of the total of over 1.2 million layoffs, 100,000 were in Detroit, 89,200 in New York City, 85,000 in Chicago, 70,000 in Los Angeles, 58,800 in Newark, and 58,000 in Cleveland. All but two of the areas had 1,000 or more releases. In Peoria, Illinois, the impact of the end of the war was slight, and layoffs were negligible.

At the time of these layoffs, the number of job openings on file at the local USES offices was below the number of releases in thirty-six of the thirty-seven areas most severely hit by job displacements. The most striking case was Detroit, with 100,000 layoffs and only 7,100 job openings on its books.

The Portland-Vancouver, New York City, and Pittsburgh areas had the highest number of openings on file relative to the number of layoffs. In the San Francisco Bay area job openings were in excess of layoffs.

The Next Two Weeks

From August 24 to September 7, a sharp reduction occurred in the number of layoffs in these areas. For the week ended August 31, only the New York City, Detroit, Los Angeles, and Chicago areas were in the category of 10,000 or more layoffs. The highest was New York City with 29,700 layoffs.

By the third week after the Japanese surrender, the downward trend in layoffs was evident in almost all the 37 areas. Hartford and Bridgeport areas, which reported insignificant layoffs in the second week, had a turnover considered normal before the end of the war. In Boston and Dayton-Springfield, layoffs were insignificant. In some areas the number of job displacements remained the same or approximated those of the previous week. However, an increase of 6,000 layoffs over the week ended August 31 was reported by Detroit. Indianapolis and Providence, while experiencing a negligible amount of releases during the week ended August 31, reported layoffs of over 1,000 in the third week. Layoffs during the week ending September 7 reached an all-time high of 23,700 in the Seattle-Bremerton area—an increase of 14,000 over the 9,700 releases experienced in the initial period.

The impact of layoffs occurring during the third week, was partly, and in many of these areas completely, offset by accessions. Hiring activity in the Cleveland, Hartford, Rochester, Toledo, Bridgeport areas greatly exceeded the number of layoffs for the week. The number of accessions was low relative to the number of layoffs in Detroit, Newark, Paterson, St. Louis, and Minneapolis-St. Paul.

UNEMPLOYMENT COMPENSATION

Heavy employment reductions since the cessation of hostilities were reflected in local unemployment compensation claims. Almost 600,000 persons filed initial claims during the week ended August 25, the highest point for initial claims since the program began in 1938. Total claims jumped from a weekly average of about 300,000 to almost a million by August 25. Not all persons who were jobless, however, were covered by the system. Furthermore, many former war workers are taking time out for a rest until reconversion makes more choice jobs available.

Of the labor market areas most severely affected by the shutdowns, Detroit, Chicago, Los Angeles, New York, Newark, Buffalo, Paterson and St. Louis reported total claims of 20,000 or over for the week ended August 25. In all of these thirty-seven areas, however, there was a great increase in the number of claims over

those reported for the week prior to V-J day.

Of those areas reporting claims for the week ended September 7, only five showed a decrease in average weekly claims. They were Newark, Paterson, Milwaukee,

Minneapolis-St. Paul, and San Francisco Bay. In most cases, the increase was mainly owing to a rise in continued claims.

ROSALYN D. SIEGEL

Division of Business Statistics

Payroll Statistics in Manufacturing

THE twenty-five manufacturing industries surveyed monthly by THE CONFERENCE BOARD showed sharp declines in July in all of payroll statistics except hourly earnings, which remained almost the same as in June. The average work week was more than half an hour shorter, and both actual and "real" weekly earnings dropped. Employment, man hours and payrolls declined more than during any month since January, 1938. The wage-rate increases reported were negligible, averaging only 0.02% for all workers.

EARNINGS

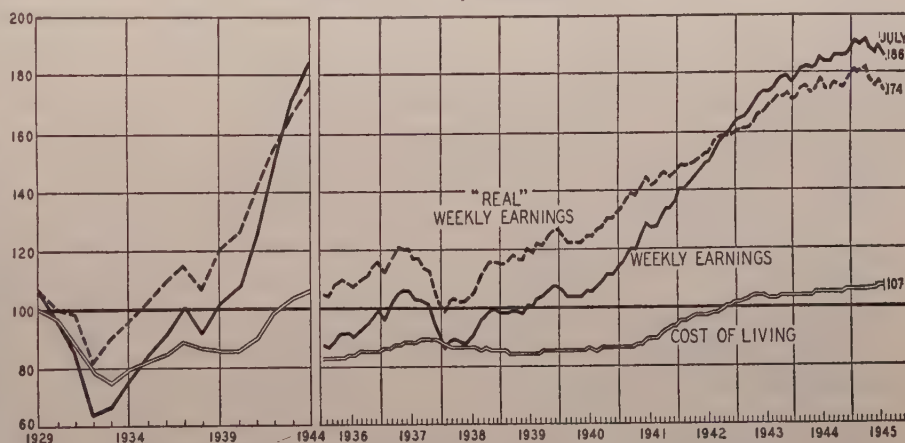
Hourly earnings of production and related workers declined only 0.1% from the peak level reached in June. The drop in average earnings owing to the shorter work week was to some extent offset by premi-

Since July, 1944, the over-all rise in hourly earnings has amounted to 3.5%, even with declines in four of the twelve months and no change shown in three others. Hourly earnings have risen 46.2% since January, 1941, the base date of the Little Steel formula, and 54.2% since August, 1939.

Weekly earnings declined 1.7% in July and were lower than during any month since last November, but higher than any month before then. The July average of \$49.49 was \$1.50, or 2.9%, below the peak for this series, which was reached in March, 1945. Since July of last year the weekly earnings of all workers have risen 1.3%. In that time, female workers' earnings have been increased 4.9%, while the men received only 0.1% more in July of this year than a year ago. Weekly earn-

Average Weekly Earnings in 25 Manufacturing Industries

Source: THE CONFERENCE BOARD
Index Numbers, 1923=100



um pay earned by employees of companies operating on the 4th of July. Another factor which tended to keep average hourly earnings up was the shift in employment distribution. Since the latter part of 1944, the proportion of workers who are women has been decreasing and that of skilled males, with their higher hourly rates, increasing.

ings of skilled male workers actually declined 0.4% over the year. The income of unskilled male workers rose on the average 1.5%. Since August, 1939, and January, 1941, the rise in weekly earnings of all workers was respectively 81.3% and 61.7%.

The amount of goods and services that could be purchased, which is equivalent to

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, PRODUCTION WORKERS¹, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Production Worker	Average Nominal Hours per Week per Production Worker	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Production Worker	Employment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1944 July.....	\$1.072	\$48.86	45.4	44.3	198.2	188.8	183.6	174.9	92.3	142.2	131.3	261.1
August.....	1.070	48.98	45.6	44.3	197.8	188.4	184.1	175.3	92.7	141.6	131.3	260.7
September.....	1.080	49.42	45.6	44.4	199.6	190.1	185.7	176.9	92.7	140.4	130.2	260.7
October.....	1.079	49.39	45.7	44.3	199.4	189.9	185.6	176.8	92.9	138.6	128.8	257.2
November.....	1.079	49.42	45.6	44.2	199.4	189.4	185.7	176.4	92.7	137.8	127.7	255.9
December.....	1.086	49.91	45.8	44.3	200.7	189.9	187.6	177.5	93.1	138.0	128.5	258.9
1945 January.....	1.095	50.80	46.2	44.3	202.4	191.5	190.9	180.6	93.9	137.5	129.1	262.5
February.....	1.095	50.58	46.0	44.3	202.4	191.8	190.1	180.2	93.5	137.4	128.5	261.2
March.....	1.101	50.99	46.1	44.4	203.5	193.1	191.6	181.8	93.7	136.2	127.6	261.0
April.....	1.101	50.13	45.4	44.4	203.5	192.3	188.4	178.1	92.3	134.0	123.7	252.5
May.....	1.100	49.62	45.0	44.3	203.3	191.4	186.5	175.6	91.5	130.9	119.8	244.1
June.....	1.111	50.33 _r	45.2 _r	44.3	205.4	192.1	189.1 _r	176.9 _r	91.9 _r	127.6 _r	117.3 _r	241.3 _r
July.....	1.110	49.49	44.6	44.2	205.2	192.0	186.0	174.0	90.7	123.3	111.8	229.3

rRevised.

EARNINGS AND HOURS, PRODUCTION WORKERS¹, JULY, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Production Worker			
	Hourly		Weekly		Actual		Nominal	
	July	June	July	June	July	June	July	June
Agricultural implement.....	\$1.163	\$1.171	\$54.18	\$54.75	46.6	46.7	47.2	47.3
Automobile ²	1.278	1.290 _r	49.98	55.06 _r	39.1	42.7 _r	42.3	42.6
Boot and shoe.....	.835	.844	35.16	36.37	42.1	43.1	43.2	43.3
Chemical.....	1.111	1.120	49.31	50.41	44.4	45.0	46.0	46.0
Rayon producing ³.....	.944	.943 _r	39.89	39.97 _r	42.2	42.4 _r	45.7	45.7
Cotton—North.....	.857	.857 _r	37.81	38.51 _r	44.1	44.9	42.9	43.2
Electrical manufacturing.....	1.166	1.155	53.23	52.65	45.7	45.6	42.4	42.4
Furniture ⁴	1.045	1.054 _r	46.76	46.56 _r	44.8	44.2 _r	44.5	44.6 _r
Hosiery and knit goods.....	.853	.862	34.70	36.01	40.7	41.8	42.7	42.5
Iron and steel ⁵	1.269	1.272	55.18	57.94	43.5	45.5	43.1	43.3
Leather tanning and finishing.....	.995	.997	45.44	45.52	45.7	45.6	45.5	45.5
Lumber and millwork.....	1.148	1.146	53.39	52.76	46.5	46.0	46.9	46.9
Meat packing.....	.939	.936 _r	44.79	45.35 _r	47.7	48.5	40.9	40.9
Paint and varnish.....	1.035	1.041	47.99	49.19	46.4	47.3	47.3	47.3
Paper and pulp.....	.929	.923	46.13	45.71	49.6	49.5	44.8	44.9
Paper products.....	.889	.891	39.01	39.21	43.9	44.0	44.7	44.9
Printing—book and job.....	1.085	1.095	48.73	49.16	44.9	44.9	41.6	41.6
Printing—news and magazine.....	1.237	1.195	52.07	49.40	42.1	41.3	40.8	40.8
Rubber.....	1.254	1.254	58.49	58.58	46.7	46.7	47.0	47.0
1. Rubber tires and tubes.....	1.367	1.362	64.47	62.94	47.1	46.2	47.0	47.0
2. Other rubber products.....	1.057	1.084	48.45	51.52	45.8	47.5	46.9	47.0
Silk and rayon.....	.883	.827	37.05	36.30	44.5	43.9	42.3	42.3
Wool.....	.951	.949	41.56	41.50	43.7	43.7	42.9	43.1
1. Woolen and worsted goods.....	.925	.923	40.52	40.32	43.8	43.7	42.6	42.6
2. Other woolen products ⁶.....	.990	.989	43.13	43.30	43.6	43.8	43.4	43.9
Foundries and machine shops.....	1.228	1.228	56.78	57.41	46.3	46.7	45.8	45.8
1. Foundries.....	1.152	1.163	53.27	54.43	46.3	46.8	45.0	45.0
2. Machines and machine tools.....	1.194	1.203	56.45	58.06	47.3	48.3	46.2	46.3
3. Heavy equipment.....	1.359	1.357	61.94	61.73	45.6	45.5	46.2	46.3
4. Hardware and small parts.....	1.121	1.144	50.84	53.81	45.3	47.0	44.7	44.7
5. Other products.....	1.204	1.199	56.11	56.21	46.6	46.9	45.9	45.8
25 INDUSTRIES.....	\$1.110	\$1.111	\$49.49	\$50.33 _r	44.6	45.2 _r	44.2	44.3
Cement.....	\$.920	\$.918	\$42.78	\$42.55	46.5	46.4	45.6	45.7
Petroleum refining.....	1.313	1.301	63.36	60.65 _r	48.3	46.6 _r	44.6	44.5
27 INDUSTRIES.....	\$1.111	\$1.112	\$49.63	\$50.41 _r	44.6	45.2 _r	44.2	44.3
Aircraft.....	\$1.239	\$1.233	\$56.53	\$56.61	45.6	45.9	48.7	48.7
Shipbuilding.....	1.442	1.432	65.37	65.68	45.3	45.9	48.2	48.1

See footnotes on page 261.

"real" weekly earnings, declined 1.6% in July. With living costs increasing more than dollar weekly income, real earnings were lower in July than at any time since April, 1944, but they have increased 42.5% since the month before the start of the war in Europe and 30.1% since January, 1941.

HOURS

After averaging more than 45 hours a week from May, 1943, through June of this year, the work week fell to 44.6 hours in July, a drop of 1.3%, from the month before and 1.8% less than in July, 1944. As with weekly earnings, there was wide variation in yearly changes of the average working hours for the different labor groups. Hours of women workers dropped only 0.5%, as might be expected since they had averaged only 41.3 in July, 1944. The largest decline was 2.8% in the hours of skilled male workers, while the work week of unskilled males was 1.5% shorter. Hours worked a week rose since August, 1939, 17.7%, and 10.9% since January, 1941.

Total man hours declined 4.7% in July, the largest drop since January, 1938. The July index of 111.8 (1923=100) was lower than during any month since De-

cember, 1941, and was 14.9% less than a year ago. However, it was 22.2% higher than in January, 1941, and 69.9% above the August, 1939, level.

EMPLOYMENT AND PAYROLLS

Employment continued downward in July, with a decline of 3.4%, which, as in man hours, was the largest decrease since January, 1938. The number of employed production workers has declined in nineteen of the twenty months since November, 1943, when the peak level reached in the previous month was maintained. The total drop since that time has been 20%, with the July index lower than any month since May, 1941, but higher than any time before then. Employment was 44.2% greater than in the month before the outbreak of the European war.

The other index affected by employment—total payrolls—also showed in July the greatest decline of any month since January, 1938. At 229.3 (1923=100), payrolls were 5% lower than in June and 12.2% less than a year ago. But payrolls have not dropped so rapidly as have man hours and employment, and are still higher than any month previous to October, 1942, although lower than the months since that

Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Production Workers Affected	Wage-rate Increase
1944		
July.....	0.8%	5.3%
August.....	0.4	6.0
September.....	0.3	5.4
October.....	0.1	5.3
November.....	0.4	6.8
December.....	0.1	5.8
1945		
January.....	0.2	5.3
February.....	0.6	5.9
March.....	0.4	3.8
April.....	0.3	7.0
May.....	1.3	5.0
June.....	1.1	9.9
July.....	0.4	5.3

date. Since January, 1941, and August, 1939, they have increased 78.0% and 161.5%, respectively.

CEMENT AND PETROLEUM

Average hourly earnings of unskilled workers in the cement industry declined slightly in July, and those of skilled workers rose a little. Since the latter group

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, PRODUCTION WORKERS*, JULY, 1945

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings						Employment	Total Man Hours Worked	Payrolls			
	Hourly, Actual		Weekly									
			Actual		Real							
July	June	July	June	July	June	July	June	July	June	July	June	
Agricultural implement.....	209.2	210.6	196.9	199.0	184.2	186.2	177.8	182.0	167.3	171.6	350.1	362.2
Automobile ^a	202.2	204.1 _r	165.8	182.7 _r	155.1	170.9 _r	127.2	138.1 _r	104.3	123.6 _r	210.9	252.3 _r
Boot and shoe.....	159.0	160.8	145.8	150.8	136.4	141.1	88.5	89.2	81.2	83.8	129.0	134.5
Chemical.....	218.7	220.5	191.4	195.7	179.0	183.1	170.9	171.4	149.9	152.4	327.1	335.4
Cotton—North.....	192.6	192.6 _r	178.0	181.3 _r	166.5	169.6 _r	34.6	35.1	31.9	33.0	61.6	63.6 _r
Electrical manufacturing.....	205.3	203.3	196.5	194.4	183.8	181.9	236.9	250.6	226.5	239.1	465.5	487.2
Furniture ^a	202.1	203.9 _r	187.5	186.7 _r	175.4	174.6 _r	103.1	116.1 _r	95.8	106.5 _r	193.3	216.8 _r
Hosiery and knit goods.....	223.3	225.7	196.4	203.8	183.7	190.6	70.7	73.5 _r	62.1	66.4 _r	138.9	149.8 _r
Iron and steel ^a	212.9	213.4	161.3	169.3	150.9	158.4	114.2	115.3	86.1	91.0	184.2	195.2
Leather tanning and finishing.....	204.7	205.1	196.2	196.5	183.5	183.8	72.3	73.1	69.4	70.0	141.9	143.6
Lumber and millwork.....	242.7	242.3	228.0	225.3	213.3	210.8	48.6	49.1	45.6	45.6	110.8	110.6
Meat packing.....	198.5	197.9 _r	190.3	192.7 _r	178.0	180.3 _r	93.2	93.0	89.5	90.8	177.4	179.2 _r
Paint and varnish.....	183.8	184.9	182.8	187.4	171.0	175.3	126.3	127.4	125.5	129.1	230.9	238.7
Paper and pulp.....	184.3	183.1	176.9	175.3	165.5	164.0	113.9	116.0	109.1	110.9	201.5	203.3
Paper products.....	195.0	195.4	179.1	180.0	167.5	168.4	158.8	152.7	146.4	141.1	284.4	274.9
Printing—book and job.....	166.2	167.7	162.7	164.1	152.2	153.5	114.9	114.6	112.4	112.1	186.9	188.1
Printing—news and magazine.....	178.5	172.4	166.7	158.2	155.9	148.0	101.0	100.9	94.5	92.6	168.4	159.6
Rubber.....	200.3	200.3	208.7	209.0	195.2	195.5	126.3	131.3	131.6	136.8	263.6	274.4
Silk and rayon.....	167.9	166.7	160.9	157.6	150.5	147.4	86.4	86.8	82.7	81.9	139.0	136.8
Wool.....	188.3	187.9	173.4	173.1	162.2	161.9	64.0	66.4	58.9	61.1	111.0	114.9
Foundries and machine shops.....	214.3	214.3	200.1	202.4	187.2	189.3	183.3	190.7	171.0	179.6	366.8	386.0
1. Foundries.....	195.3	197.1	179.9	183.8	168.3	171.9	160.4	168.9	147.9	157.4	288.6	310.4
2. Machines and machine tools.....	217.5	219.1	206.8	212.7	193.5	199.0	169.9	178.5	161.4	173.1	351.4	379.7
3. Heavy equipment.....	202.8	202.5	187.6	186.9	175.5	174.8	155.3	159.3	143.7	147.0	291.3	297.7
4. Hardware and small parts.....	218.9	223.4	204.9	216.9	191.7	202.9	157.6	168.8	147.2	163.6	322.9	366.1
5. Other products.....	215.0	214.1	205.3	205.7	192.0	192.4	207.8	214.8	198.4	206.4	426.6	441.8
25 INDUSTRIES.....	205.2	205.4	186.0	189.1 _r	174.0	176.9 _r	123.3	127.6 _r	111.8	117.3 _r	229.3	241.3 _r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: Rayon producing, rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, "27 Industries," aircraft and shipbuilding.
See footnotes on page 261

EARNINGS AND HOURS, MALE AND FEMALE PRODUCTION WORKERS¹, JULY, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	July	June	July	June	July	June	July	June	July	June	July	June
Agricultural implement.....	\$1.183	\$1.194	\$55.33	\$56.00	46.8	46.9	\$.983	\$.985	\$44.36	\$44.64	45.1	45.3
Automobile ²	1.321	1.334 _r	51.98	57.49 _r	39.3	43.1 _r	1.113	1.134 _r	42.59	46.75 _r	38.2	41.2 _r
Boot and shoe.....	.981	.995	42.61	44.12	43.4	44.3	.698	.704	28.55	29.54	40.9	42.0
Chemical.....	1.204	1.212 _r	54.63	55.79 _r	45.4	46.0	.791	.800 _r	32.55	33.45 _r	41.2	41.8
Rayon producing ³	1.045	1.045 _r	45.76	46.05 _r	43.8	44.1 _r	.749	.747 _r	29.67	29.51 _r	39.6	39.5 _r
Cotton—North.....	.928	.930 _r	43.85	44.92 _r	47.2	48.3	.761	.763 _r	30.90	31.42 _r	40.6	41.2
Electrical manufacturing.....	1.309	1.302	61.68	61.44	47.1	47.2	.927	.913	40.21	39.42	43.4	43.2
Furniture ⁴	1.085	1.093 _r	49.60	50.35 _r	45.7	46.1 _r	.912	.938 _r	38.21	36.94 _r	41.9	39.4 _r
Hosiery and knit goods.....	1.165	1.178	51.99	53.13	44.6	45.1	.718	.729	28.11	29.50	39.2	40.5
Iron and steel ⁵	1.289	1.292	56.40	59.23	43.8	45.8	.986	.990	39.24	41.54	39.8	42.0
Leather tanning and finishing.....	1.022	1.023	47.69	47.76	46.7	46.7	.836	.847	34.04	34.03	40.7	40.2
Lumber and millwork.....	1.176	1.173	54.95	54.21	46.7	46.2	.864	.866	38.37	38.48	44.4	44.4
Meat packing.....	.990	.985 _r	48.68	49.13 _r	49.2	49.9	.721	.728	30.62	31.53	42.5	43.3
Paint and varnish.....	1.060	1.066 _r	49.80	51.01 _r	47.0	47.8	.860 _a	.859 _r	36.47 _a	37.48 _r	42.4 _a	43.6 _r
Paper and pulp.....	.958	.951	48.51	47.98	50.6	50.5	.686	.685	29.23	29.14	42.6	42.5
Paper products.....	1.020	1.022	47.06	47.68	46.1	46.7	.686	.696	28.00	28.26	40.8	40.6
Printing—book and job.....	1.317	1.324	60.63	60.82	46.0	45.9	.670	.676	28.82	29.12	43.0	43.1
Printing—news and magazine.....	1.344	1.303	57.05	54.32	42.5	41.7	.799	.767	32.43	30.74	40.6	40.1
Rubber.....	1.380	1.380	66.84	66.69	48.4	48.3	.902	.916	38.16	39.31	42.3	42.9
1. Rubber tires and tubes.....	1.450	1.448	70.01	68.65	48.3	47.4	1.030	1.028	44.35	43.21	43.1	42.0
2. Other rubber products.....	1.223	1.243	59.67	62.48	48.8	50.2	.786	.821	32.79	35.87	41.7	43.7
Silk and rayon.....	.919	.915	43.31	42.71	47.1	46.7	.697	.687	28.55	27.57	40.9	40.1
Wool.....	1.021	1.021	46.69	46.83	45.7	45.9	.829	.826	33.63	33.43	40.5	40.5
1. Woolen and worsted goods.....	.991	.987	45.53	45.51	46.0	46.1	.823	.825	33.55	33.35	40.8	40.4
2. Other woolen products ⁶	1.063	1.068	48.26	48.63	45.4	45.5	.841	.829	33.78	33.58	40.2	40.5
Foundries and machine shops.....	1.281	1.281	60.04	60.71	46.9	47.4	.980	.989	42.80	43.57	43.7	44.1
1. Foundries.....	1.166	1.181	54.30	55.69	46.6	47.2	.954	.945	40.20	40.22	42.1	42.6
2. Machines and machine tools.....	1.240	1.247	59.70	61.49	48.1	49.3	.948	.968	40.87	41.93	43.1	43.3
3. Heavy equipment.....	1.388	1.385	63.58	63.46	45.8	45.8	1.035	1.044	44.49	44.25	43.0	42.4
4. Hardware and small parts.....	1.199	1.227	56.05	59.49	46.7	48.5	.890	.908	37.13	39.36	41.7	43.3
5. Other products.....	1.270	1.262	60.08	59.97	47.3	47.5	1.006	1.013	44.95	45.62	44.7	45.0
25 INDUSTRIES.....	\$1.203	\$1.204 _r	\$54.80	\$55.82 _r	45.6	46.4	\$.794	\$.798 _r	\$32.73	\$33.21 _r	41.1	41.6
Cement.....	\$.920	\$.918	\$42.78	\$42.55	46.5	46.4	.....	.....	.....	.....	.....	.....
Petroleum refining.....	1.313	1.301	63.36	60.65 _r	48.3	46.6 _r	.....	.....	.....	.....	.....	.....
27 INDUSTRIES.....	\$1.203	\$1.204	\$54.84	\$55.79 _r	45.7	46.4	.....	.....	.....	.....	.....	.....
Aircraft.....	\$1.327	\$1.317	\$61.64	\$61.15	46.5	46.4	\$1.084	\$1.087	\$47.88	\$48.95	44.2	45.0
Shipbuilding.....	1.458	1.449	66.24	66.60	45.4	46.0	1.161	1.142	50.97	50.84	43.9	44.5

See footnotes on page 261.

made up 91.1% of all workers in the industry, an even larger proportion than in June, the hourly earnings of all workers rose, reaching a new peak level of \$.920. Unskilled workers averaged more hours a week in July than in June, while the work week of semi-skilled and skilled male workers was the same in the two months. Weekly earnings of all groups rose, with the average of \$42.78 the highest recorded in the industry.

Workers in petroleum refineries in July averaged \$1.313 an hour for a work week of 48.3 hours. Their hourly earnings were at peak level, 0.9% higher than the previous month. Average hours a week, although 3.6% greater, were less than the current peak reached in April of this year. Weekly earnings, which rose substantially since June, were also slightly below the April peak level. All averages for both unskilled and skilled workers

were higher in July, the unskilled showing the greater gains.

AIRCRAFT AND SHIPBUILDING

No marked changes were shown in any of the payroll statistics in the aircraft industry in July. Employment dropped 5.1% from the previous month, but this was a smaller decline than in May or June. Hourly earnings of all workers rose slightly and their work week was a little shorter than the previous month, so their weekly earnings were practically unchanged—only \$.08 less than the month before. The proportions of male and female workers remained the same in the two months, but the percentage of skilled male workers was higher in the later month. This group was the only one whose working hours and weekly earnings increased. Average hours of female workers declined 0.8 hour or 1.8% in July, while the hours of unskilled

male workers dropped 0.6 hour, or 1.3%.

In the shipyards, as in the aircraft plants, fewer production workers were employed in July, but the decline of 3.8% was less than that of the three previous months. The employment distribution remained the same as in June. Hourly earnings of shipyard workers rose to a new peak level of \$1.442, although their weekly working hours were decreased 1.3%, pulling their weekly earnings down slightly. Each of the labor groups showed the same picture—higher hourly earnings with a shorter work week—but the weekly earnings of the women workers increased fractionally, while the weekly return of the men was a little lower than in June.

LABOR STATISTICS IN JULY

Hourly earnings declined 0.1% in July to \$1.110. They were 3.5% above July, 1944, and 88.1% more than in 1929.

EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE PRODUCTION WORKERS,¹ JULY, 1945

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Production Worker		Average Earnings				Average Hours per Week per Production Worker	
	Hourly		Weekly				Hourly		Weekly			
	July	June	July	June	July	June	July	June	July	June	July	June
Agricultural implement.....	\$.971	\$.976	\$46.01	\$46.67	47.4	47.8	\$1.216	\$1.226	\$56.74	\$57.34	46.7	46.8
Automobile ²	1.068	1.086 ^r	42.83	47.25 ^r	40.1	43.5 ^r	1.361	1.371 ^r	53.39	58.99 ^r	39.2	43.0 ^r
Boot and shoe.....	.541	.551	24.11	26.04	44.6	47.3	1.008	1.022	43.70	45.16	43.4	44.2
Chemical.....	.987	.988 ^r	46.48	46.17 ^r	47.1	46.8	1.266	1.275 ^r	56.84	58.45 ^r	44.9	45.8
Rayon producing ².....	.788	.782 ^r	33.27	33.27 ^r	42.2	42.5 ^r	1.081	1.080 ^r	47.53	47.79 ^r	44.0	44.3 ^r
Cotton—North.....	.843	.801	39.48	39.00	46.8	48.7	.969	.989 ^r	45.99	47.60 ^r	47.4	48.1
Electrical manufacturing.....	.939	.937	43.54	43.79	46.4	46.7	1.357	1.350	64.09	63.78	47.2	47.2
Furniture ⁴.....	.898	.905 ^r	38.79	39.36 ^r	43.2	43.5 ^r	1.121	1.129 ^r	51.80	52.56 ^r	46.2	46.6 ^r
Hosiery and knit goods.....	.798	.792	37.41	38.11	46.9	48.1	1.206	1.219	53.50	54.60	44.4	44.8
Iron and steel ⁵.....	.998	1.005	42.33	44.67	42.4	44.4	1.355	1.356	59.72	62.60	44.1	46.2
Leather tanning and finishing.....	.856	.818	40.67	39.82	47.5	48.7	1.050	1.060	48.86	49.15	46.5	46.4
Lumber and millwork.....	.848	.861	38.38	39.63	45.2	46.0	1.259	1.255	59.32	58.06	47.1	46.3
Meat packing.....	.807	.804 ^r	39.32	39.99 ^r	48.7	49.7	1.063	1.055 ^r	52.42	52.67 ^r	49.3	49.9
Paint and varnish.....	.862	.869 ^r	42.39	42.95 ^r	49.2	49.4 ^r	1.145	1.149 ^r	52.76	54.25 ^r	46.1	47.2
Paper and pulp.....	.785	.780	36.86	36.70	47.0	47.0	1.025	1.016	53.45	52.76	52.2	51.9
Paper products.....	.787	.765	34.91	33.45	44.4	43.8	1.106	1.114	51.78	53.29	46.8	47.8
Printing—book and job.....	.943	.947	43.99	43.09	46.6	45.5	1.397	1.401	64.13	64.49	45.9	46.0
Printing—news and magazine.....	.915	.856	36.19	32.69	39.5	38.2	1.451	1.413	62.78	60.23	43.3	42.6
Rubber.....	1.079	1.068	51.68	50.62	47.9	47.4	1.389	1.389	67.29	67.16	48.5	48.4
1. Rubber tires and tubes.....	1.130	1.119	53.68	52.70	47.5	47.1	1.461	1.459	70.58	69.21	48.3	47.4
2. Other rubber products.....	.796	.794	39.81	39.12	50.0	49.3	1.231	1.251	60.04	62.90	48.8	50.3
Wool.....	.830	.827	36.64	36.71	44.1	44.4	1.104	1.106	51.29	51.46	46.5	46.5
1. Woolen and worsted goods.....	.851	.846	36.78	36.95	43.2	43.7	1.071	1.070	51.07	50.94	47.7	47.6
2. Other woolen products ⁴.....	.784	.782	36.29	36.12	46.3	46.2	1.141	1.147	51.53	52.01	45.2	45.4
Foundries and machine shops.....	.994	1.011 ^r	46.42	47.48 ^r	46.7	47.0	1.324	1.322	62.08	62.72 ^r	46.9	47.4
1. Foundries.....	.965	.981	45.04	46.16	46.7	47.0	1.221	1.235	56.84	58.29	46.5	47.2
2. Machines and machine tools.....	1.068	1.101 ^r	50.60	52.70 ^r	47.4	47.8	1.266	1.270 ^r	61.09	62.96 ^r	48.3	49.6
3. Heavy equipment.....	.991	1.039	44.99	47.26	45.4	45.5	1.436	1.428	65.89	65.50 ^r	45.9	45.9
4. Hardware and small parts.....	.977	.963	46.68	46.71	47.8	48.5	1.250	1.285	58.13	62.30 ^r	46.5	48.5
5. Other products.....	.984	.979	46.14	45.90	46.9	46.9	1.303	1.294	61.72	61.60 ^r	47.4	47.6
24 INDUSTRIES ⁷	\$.926	\$.931 ^r	\$41.94	\$42.88 ^r	45.3	46.1	\$1.267	\$1.268	\$57.74	\$58.85 ^r	45.7	46.4 ^r
Cement.....	\$.732	\$.734	\$31.14	\$30.34	42.6	41.4	\$.937	\$.936	\$43.91	\$43.90	46.9	46.9
Petroleum refining.....	.996	.982	45.30	42.74 ^r	45.5	43.5 ^r	1.344	1.333	65.28	62.59 ^r	48.6	47.0 ^r
26 INDUSTRIES ⁷	\$.925	\$.929	\$41.88	\$42.77 ^r	45.3	46.1	\$1.266	\$1.267 ^r	\$57.76	\$58.79 ^r	45.7	46.5
Aircraft.....	\$1.122	\$1.122	\$49.93	\$50.60	44.5	45.1	\$1.339	\$1.330	\$62.32	\$61.85	46.6	46.5
Shipbuilding.....	1.032	1.028	45.73	46.56	44.3	45.3	1.497	1.487	68.17	68.43	45.5	46.0

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Production and related workers. For definition, see the March *Management Record*, page 80.

²Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

³Based on data collected by the Textile Economics Bureau, Inc. and THE CONFERENCE BOARD.

⁴Includes wood, metal, and upholstered household and office furniture

⁵Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.

⁶Principally rugs.

⁷Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

^aNot strictly comparable with data prior to June, 1945; revisions of averages for earlier months available at a later date.

^rRevised.

Weekly earnings were 1.7% less than in June. At \$49.49 they were 1.3% higher than a year ago and 73.3% above the 1929 average.

"Real" weekly earnings decreased 1.6% in July and were 0.5% less than in July of last year. Since 1929, they have risen 62.3%.

Hours per week were 0.6 hour, or 1.3%, less than in June. The July work week of 44.6 hours was 1.8% shorter than that

in July, 1944, and 7.7% below the 1929 average.

Employment declined 3.4% in July to 123.3 (1923=100). It was 13.3% lower than a year before and 22.1% above 1929.

Man hours were reduced 4.7% from June to July and 14.9% from the July, 1944, level.

Payrolls dropped 5.0% in July. At 229.3 (1923=100) they were 12.2% less than a year ago.

In the month before the end of the Pacific war, the average production worker was already working fewer hours a week and receiving a smaller weekly return than the month before. Fewer production workers were employed in manufacturing, and man hours and payrolls were lower. Only average hourly earnings maintained their previous level.

ELIZABETH P. ALLISON
Division of Labor Statistics

Cost of Living in August

LIVING COSTS of wage earners' families as measured by THE CONFERENCE BOARD's index receded slightly in August from the June and July peak, which was the highest since 1921. The weighted average of all items dropped 0.3% from the 106.9 level of the last two months to stand at 106.6 (1923=100) in August. This is 1.5% higher than the figure in August, 1944. An opposite change resulted in the purchasing value of the 1923 dollar which rose 0.3%, between July and August, to 93.8 cents.

COMPONENTS

Of the five component indexes, only food declined, falling 0.9% to stand at 113.9 in August. Reported decreases in retail prices of potatoes, carrots, cabbage and green beans more than offset higher egg prices and were chiefly responsible for the downward turn of the food index.

No change occurred in the total clothing index in August, although the men's clothing portion increased 0.1% over July. This rise was too slight to affect the total clothing index.

Scattered increases in the price of domestic fuels, such as coke and bituminous coal, caused the total fuel and light index to advance 0.2% to the August figure of 97.5. The gas and electricity portions of this component remained unchanged.

Irregularly reported small increases of several different sundry items caused the sundries index to rise of 0.1% to stand at 115.4 in August.

INDIVIDUAL CITY CHANGES

Of the sixty-three industrial cities for which indexes are prepared, fifteen showed increases over last month, which reached as high as 0.5%. Six cities showed no change, while declines were noted in forty-two cities. Thus, for the second consecutive month, the trend has been toward fewer cities showing increases in living costs and more showing decreases. Birmingham stood alone in the 0.5% increase bracket, with Macon and Rochester following at 0.4%.

At the other end of the scale, Detroit led those cities with decreases. A decline of 1.4% in that city reflected lower food prices, principally for fish, potatoes, and green vegetables. Following Detroit, were Trenton, Buffalo and New Haven where respective declines of 0.9%, 0.8% and 0.7% were recorded. Lower prices of these same food items were also the ma-

for factor in each of these general declines.

Compared with August of last year, each of the sixty-three city indexes has risen. Bridgeport had the smallest increase, of 0.1%, while Huntington, West Virginia, led, with a 4.4% increase. The median rise was 1.7%.

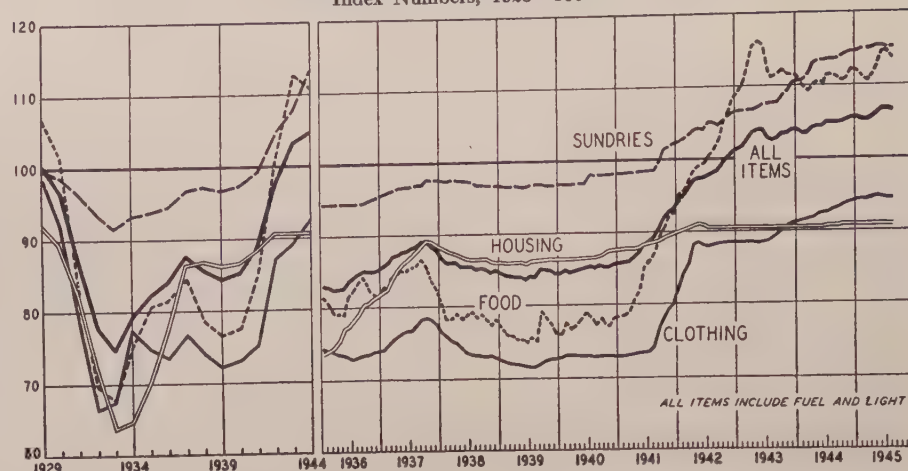
The all-items index for International Falls, Minnesota, which is compiled quarterly, rose 1.0% from May to 102.3 in August (November, 1944=100). The housing and sundries components remained unchanged at 100.0. The greatest increase among the other components was the 2.6% rise in the food index to 106.0. Next was the 1.1% advance in the fuel and light index, which now stands at 101.1. Clothing rose 0.6% to 102.6 and housefurnishings increased 0.1% to reach the August level of 100.8.

G. M. GRAYBILL, JR.
Division of Labor Statistics

Cost of Living in the United States

Source: THE CONFERENCE BOARD

Index Numbers, 1923=100



COST OF LIVING IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing ¹	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total ²	Electricity	Gas		
Index Numbers, 1923=100											
1944 August.....	105.0	111.6	90.9	93.0	102.1	83.9	95.7	66.9	94.5	113.6	95.2
September.....	105.0	111.3	90.9	93.2	102.3	84.0	95.8	66.9	94.5	113.8	95.2
October.....	103.0	110.8	91.0	93.6	102.4	84.8	95.8	66.9	94.5	114.2	95.2
November.....	105.3	111.1	91.0	93.9	102.9	84.8	95.8	66.9	94.5	114.6	95.0
December.....	105.7	112.3	91.0	94.0	103.0	84.9	95.8	66.9	94.5	114.8	94.6
1945 January.....	105.7	112.1	91.0	94.2	103.4	84.9	95.8	66.9	94.5	114.9	94.6
February.....	105.5	111.2	91.0	94.3	103.6	84.9	93.1	66.9	94.5	115.1	94.8
March.....	105.4	110.8	91.0	94.5	103.8	85.2	93.1	66.9	94.5	115.2	94.9
April.....	105.8	111.6	91.0	94.8	104.0	85.5	93.0	66.9	94.5	115.3	94.5
May.....	103.2	112.7	91.0	94.9	104.1	85.6	93.2	66.9	94.5	115.5	94.2
June.....	108.9	114.8	91.0	94.7	103.8	85.5	93.3	66.9	94.5	115.5	93.5
July.....	108.9	114.9 ^a	91.0	94.6	103.8	85.3	97.3	66.9	94.5	115.3	93.5
August.....	106.6	113.9	91.0	94.6	103.9	85.3	97.5	66.9	94.5	115.4	93.8

Percentage Changes

July 1945 to Aug. 1945.....	-0.3	-0.9	0	0	+0.1	0	+0.2	0	0	+0.1	+0.3
Aug. 1944 to Aug. 1945.....	+1.5	+2.1	+0.1	+1.7	+1.8	+1.7	+1.9	0	0	+1.6	-1.5

¹Data on housing collected twice annually, May 15 and October 15.

²Includes fuel as well as electricity and gas.

^aBased on food prices for July 16, 1945.

COST OF LIVING IN SIXTY CITIES

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1945	July 1945	Aug. 1944	July 1945 to Aug. 1945	Aug. 1944 to Aug. 1945
Akron					
Food.....	149.1	149.7	148.0	-0.4	+0.7
Housing ¹	113.8	113.8	113.8	0	0
Clothing.....	129.7	129.5	125.3	+0.2	+3.5
Fuel and light.....	114.3	114.2	112.5	+0.1	+1.6
Housefurnishings.....	121.1	121.1	118.4	0	+2.3
Sundries.....	124.2	124.2	123.4	0	+0.6
Weighted Total.....	129.5	129.7	128.1	-0.2	+1.1
Atlanta					
Food.....	153.1	153.1	149.4 ^r	0	+2.5
Housing ¹	99.2	99.2	99.2	0	0
Clothing.....	130.8	130.9 ^r	127.0 ^r	-0.1	+3.0
Fuel and light.....	112.3	112.3 ^r	113.1	0	-0.7
Housefurnishings.....	126.7	126.2	118.6	+0.4	+6.8
Sundries.....	119.6	119.6	118.2	0	+1.2
Weighted Total.....	127.3	127.3 ^r	125.0 ^r	0	+1.8
Baltimore					
Food.....	150.4	152.4	148.9	-1.3	+1.0
Housing ¹	103.2	103.2	103.2	0	0
Clothing.....	132.2	131.7 ^r	128.2	+0.4	+3.1
Fuel and light.....	111.3	111.3	107.5	0	+3.5
Housefurnishings.....	137.4	137.4	133.2	0	-0.6
Sundries.....	125.6	125.6	125.7	0	-0.1
Weighted Total.....	130.4	131.1	129.3	-0.5	+0.9
Birmingham					
Food.....	159.4	157.2	155.6	+1.4	+2.4
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	131.6	131.8	129.8	-0.2	+1.4
Fuel and light.....	105.0	105.0	101.8 ^r	0	+3.1
Housefurnishings.....	120.2	120.2	120.2	0	0
Sundries.....	121.0	121.0	121.3	0	-0.2
Weighted Total.....	129.9	129.2	128.4 ^r	+0.5	+1.2
Boston					
Food.....	138.6	140.4	137.2	-1.3	+1.0
Housing ¹	103.5	103.5	103.5	0	0
Clothing.....	129.2	129.2 ^r	128.3	0	+0.7
Fuel and light.....	124.8	124.4	122.6	+0.3	+1.8
Housefurnishings.....	126.4	126.4	122.6	0	+3.1
Sundries.....	120.1	119.7	116.6	+0.3	+3.0
Weighted Total.....	124.9	125.4	123.2	-0.4	+1.4
Bridgeport					
Food.....	137.0	139.1	137.6	-1.5	-0.4
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	128.9	129.6 ^r	128.6	-0.5	+0.2
Fuel and light.....	122.4	122.4	120.0	0	+2.0
Housefurnishings.....	127.3	127.3	126.6	0	+0.6
Sundries.....	128.4	128.4	128.5	0	-0.1
Weighted Total.....	126.5	127.3 ^r	126.4	-0.6	+0.1
Buffalo					
Food.....	146.5	150.2	143.9	-2.5	+1.8
Housing ¹	112.3	112.3	112.4	0	-0.1
Clothing.....	129.3	129.3	127.8	0	+1.2
Fuel and light.....	113.4	112.9	110.2	+0.4	+2.9
Housefurnishings.....	129.4	129.6	129.9	-0.2	-0.4
Sundries.....	126.5	126.5	126.7	0	-0.2
Weighted Total.....	129.6	130.7	128.4	-0.8	+0.9
Chattanooga					
Food.....	162.0	160.7	160.6 ^r	+0.8	+0.9
Housing ¹	103.7	103.7	103.3	0	+0.4
Clothing.....	124.8	124.8 ^r	123.1	0	+1.4
Fuel and light.....	101.1	101.1	100.7	0	+0.4
Housefurnishings.....	125.4	124.8	121.5	+0.5	+3.2
Sundries.....	117.6	117.6	116.7	0	+0.8
Weighted Total.....	128.9	128.5 ^r	127.8 ^r	+0.3	+0.9
Chicago					
Food.....	146.9	148.6	144.4	-1.1	+1.7
Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	133.7	133.6	129.9	+0.1	+2.9
Fuel and light.....	99.9	99.6	98.9	+0.3	+1.0
Housefurnishings.....	130.0	129.5	125.1	+0.4	+3.9
Sundries.....	118.3	118.2	117.6	+0.1	+0.6
Weighted Total.....	125.6	126.1	124.0	-0.4	+1.3
Cincinnati					
Food.....	140.5	141.1	138.7	-0.4	+1.3
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	139.9	139.0	137.5	+0.6	+1.7
Fuel and light.....	105.7	107.1	106.0	-1.3	-0.3
Housefurnishings.....	125.4	125.4	124.7	0	+0.6
Sundries.....	120.8	120.8	116.5	0	+3.7
Weighted Total.....	125.4	125.6	123.3	-0.2	+1.7
Cleveland					
Food.....	141.9	142.7 ^r	140.0 ^r	-0.6	+1.4
Housing ¹	109.7	109.7	109.7	0	0
Clothing.....	137.5	137.2 ^r	133.7	+0.2	+2.8
Fuel and light.....	104.8	104.7	105.7	+0.1	-0.9
Housefurnishings.....	127.7	127.4	130.0	+0.2	-1.8
Sundries.....	128.6	128.6	120.5	0	+6.7
Weighted Total.....	128.4	128.6 ^r	125.3 ^r	-0.2	+2.5
Dallas					
Food.....	149.9	150.9 ^r	146.4 ^r	-0.7	+2.4
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	130.7	130.7	127.1	0	+2.8
Fuel and light.....	89.1	89.1	89.1	0	0
Housefurnishings.....	130.2	130.2	129.3	0	+0.7
Sundries.....	126.2	126.2	123.3 ^r	0	+2.4
Weighted Total.....	127.4	127.7	125.1 ^r	-0.2	+1.8
Dayton					
Food.....	146.3	148.3	144.6 ^r	-1.3	+1.2
Housing ¹	105.9	105.9	105.9	0	0
Clothing.....	124.3	124.0 ^r	124.2	+0.2	+0.1
Fuel and light.....	107.7	107.6	105.9	+0.1	+1.7
Housefurnishings.....	136.0	136.1	129.5	-0.1	+5.0
Sundries.....	122.7	122.7	118.8 ^r	0	+3.3
Weighted Total.....	126.8	127.4 ^r	124.7 ^r	-0.5	+1.7
Denver					
Food.....	143.9	144.9	139.6	-0.7	+3.1
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	131.8	131.4 ^r	130.4	+0.3	+1.1
Fuel and light.....	101.8	101.6	101.6	+0.2	+0.2
Housefurnishings.....	127.8	127.5	133.4	+0.2	-4.2
Sundries.....	119.8	119.8	116.6	0	+2.7
Weighted Total.....	125.2	125.4	122.9	-0.2	+1.9
Des Moines					
Food.....	136.7	137.4 ^r	137.0	-0.5	-0.2
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	138.0	138.3 ^r	133.5	-0.2	+3.4
Fuel and light.....	121.8	121.8	120.9	0	+0.7
Housefurnishings.....	126.0	125.9	126.1	+0.1	-0.1
Sundries.....	121.8	120.9	119.9	+0.7	+1.6
Weighted Total.....	125.0	124.9	123.9	+0.1	+0.9
Detroit					
Food.....	150.9	157.3	147.5	-4.1	+2.3
Housing ¹	107.0	107.0	107.0	0	0
Clothing.....	136.4	136.4	133.3	0	+2.3
Fuel and light.....	114.4	113.7	112.1	+0.6	+2.1
Housefurnishings.....	126.2	126.2	126.0	0	+0.2
Sundries.....	130.7	130.7	128.8	0	+1.5
Weighted Total.....	131.3	133.2	129.3	-1.4	+1.5

¹Rents surveyed twice annually, May 15, and October 15.

^rRevised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Aug. 1945	July 1945	Aug. 1944	July 1945 to Aug. 1945	Aug. 1944 to Aug. 1945
Duluth					
Food.....	142.8	143.6	137.8 _r	-0.6	+3.6
Housing ¹	100.2	100.2	100.2	0	0
Clothing.....	139.0	138.5	136.1	+0.4	+2.1
Fuel and light.....	108.6	109.4 _r	107.5	-0.7	+1.0
Housefurnishings.....	143.0	143.0	140.4	0	+1.9
Sundries.....	119.9	120.0	117.1 _r	-0.1	+2.4
Weighted Total.....	126.3	126.7	133.3 _r	-0.3	+2.4
Erie, Pa.					
Food.....	154.5	155.4 _r	152.2	-0.6	+1.5
Housing ¹	110.2	110.2	110.0	0	+0.2
Clothing.....	146.6	146.3	142.2	+0.2	+3.1
Fuel and light.....	116.5	116.2	113.0	+0.3	+3.1
Housefurnishings.....	131.5	131.6	129.9	-0.1	+1.2
Sundries.....	130.7	130.7	127.7	0	+2.3
Weighted Total.....	134.6	134.9	132.2	-0.2	+1.8
Fall River					
Food.....	137.7	138.7	136.1	-0.7	+1.2
Housing ¹	104.3	104.3	104.3	0	0
Clothing.....	137.7	137.7	134.7	0	+2.2
Fuel and light.....	118.1	117.7	116.4 _r	+0.3	+1.5
Housefurnishings.....	120.4	120.4	118.2	0	+1.9
Sundries.....	128.1	127.8	126.3	+0.2	+1.4
Weighted Total.....	127.1	127.3	125.6	-0.2	+1.2
Front Royal, Va.					
Food.....	165.8	165.8	164.4	0	+0.9
Housing ¹	107.3	107.3	107.7	0	-0.4
Clothing.....	147.2	147.1	144.1	+0.1	+2.2
Fuel and light.....	112.2	112.2	111.4	0	+0.7
Housefurnishings.....	132.4	132.4	132.4	0	0
Sundries.....	117.7	117.7	118.1	0	-0.3
Weighted Total.....	131.3	131.3	130.8	0	+0.4
Grand Rapids					
Food.....	154.4	155.3	143.0	-0.6	+8.0
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	140.1	139.7	135.8 _r	+0.3	+3.2
Fuel and light.....	113.1	112.9	110.9	+0.2	+2.0
Housefurnishings.....	143.3	143.3	146.2	0	-2.0
Sundries.....	127.0	127.0	125.9	0	+0.9
Weighted Total.....	132.6	132.8	128.4	-0.2	+3.3
Green Bay, Wis.					
Food.....	142.6	144.5 _r	134.1	-1.8	+6.3
Housing ¹	102.8	102.8	102.8	0	0
Clothing.....	139.9	140.6	133.4	-0.5	+4.9
Fuel and light.....	109.2	109.0 _r	108.9	+0.2	+0.3
Housefurnishings.....	130.0	129.6	129.3	+0.3	+0.5
Sundries.....	120.7	120.7	120.4	0	+0.2
Weighted Total.....	126.1	126.7 _r	122.8	-0.5	+2.7
Houston					
Food.....	146.1	145.0	143.1	+0.8	+2.1
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	129.5	129.5	127.2	0	+1.8
Fuel and light.....	84.8	84.8	84.8	0	0
Housefurnishings.....	119.5	119.7	117.3 _r	-0.2	+1.9
Sundries.....	123.0	123.0	121.2	0	+1.5
Weighted Total.....	125.1	124.8	123.3	+0.2	+1.5
Huntington, W. Va.					
Food.....	151.0	150.8	147.3	+0.1	+2.5
Housing ¹	111.7	111.7	111.7	0	0
Clothing.....	129.1	128.8	127.3	+0.2	+1.4
Fuel and light.....	100.0	100.0	100.0	0	0
Housefurnishings.....	132.1	132.1	129.3	0	+2.2
Sundries.....	129.2	129.1	117.0	+0.1	+10.4
Weighted Total.....	132.3	132.2	126.7	+0.1	+4.4
Indianapolis					
Food.....	152.6	152.1	150.1	+0.3	+1.7
Housing ¹	107.9	107.9	107.9	0	0 ¹
Clothing.....	127.9	127.9	126.3	0	+1.3
Fuel and light.....	113.2	113.4	112.0	-0.2	+1.1
Housefurnishings.....	126.4	126.4	125.1	0	+1.0
Sundries.....	127.6	127.6	123.0	0	+3.7
Weighted Total.....	130.5	130.4	128.0	+0.1	+2.0
Kansas City, Mo.					
Food.....	137.1	136.3	134.4	+0.6	+2.0
Housing ¹	105.5	105.5	105.2	0	+0.3
Clothing.....	134.1	134.1	128.6	0	+4.3
Fuel and light.....	111.9	111.9	109.5	0	+2.2
Housefurnishings.....	123.3	123.4	122.9	-0.1	+0.3
Sundries.....	127.9	127.9	125.6	0	+1.8
Weighted Total.....	126.3	126.0	123.9	+0.2	+1.9
Lansing					
Food.....	173.5	176.6	166.1	-1.8	+4.5
Housing ¹	98.0	98.0	98.0	0	0
Clothing.....	130.2	128.5	128.2	+1.3	+1.6
Fuel and light.....	107.5	106.7	105.3 _r	+0.7	+2.1
Housefurnishings.....	135.6	135.6	133.4	0	+1.6
Sundries.....	129.7	129.7	129.4	0	+0.2
Weighted Total.....	134.0	134.6	131.4	-0.4	+2.0
Los Angeles					
Food.....	151.7	152.2 _r	146.8	-0.3	+3.3
Housing ¹	106.2	106.2	106.2	0	0
Clothing.....	124.1	123.5	125.2	+0.5	-0.9
Fuel and light.....	93.4	93.4	93.4	0	0
Housefurnishings.....	120.8	120.8	120.6	0	+0.2
Sundries.....	124.5	124.5	122.2	0	+1.9
Weighted Total.....	127.8	127.9	125.7	-0.1	+1.7
Louisville					
Food.....	148.2	147.3 _r	144.2 _r	+0.6	+2.8
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	130.4	130.8	124.8	-0.3	+4.5
Fuel and light.....	114.8	114.8	113.4	0	+1.2
Housefurnishings.....	129.4	129.5	130.6 _r	-0.1	-0.9
Sundries.....	123.1	123.1	114.1	0	+7.9
Weighted Total.....	129.0	128.7 _r	124.6 _r	+0.2	+3.5
Macon					
Food.....	155.0	153.4	151.5	+1.0	+2.3
Housing ¹	113.2	113.2	115.9	0	-2.3
Clothing.....	133.3	133.3	129.8	0	+2.7
Fuel and light.....	101.0	101.0 _r	101.5	0	-0.5
Housefurnishings.....	137.3	137.3	134.9	0	+1.8
Sundries.....	125.6	125.6	125.6	0	0
Weighted Total.....	133.4	132.9 _r	132.0	+0.4	+1.1
Meadville, Pa.²					
Food.....	n.a.	n.a.	146.3	n.a.	n.a.
Housing ¹	n.a.	n.a.	110.8	n.a.	n.a.
Clothing.....	n.a.	n.a.	119.6	n.a.	n.a.
Fuel and light.....	n.a.	n.a.	112.1	n.a.	n.a.
Housefurnishings.....	n.a.	n.a.	136.0	n.a.	n.a.
Sundries.....	n.a.	n.a.	125.8	n.a.	n.a.
Weighted Total.....	n.a.	n.a.	127.3	n.a.	n.a.
Memphis					
Food.....	161.0	159.4 _r	157.0	+1.0	+2.5
Housing ¹	108.4	108.4	109.4	0	-0.9
Clothing.....	139.2	139.1	134.3	+0.1	+3.6
Fuel and light.....	99.1	99.1 _r	98.1	0	+1.0
Housefurnishings.....	130.2	130.9	127.8	-0.5	+1.9
Sundries.....	114.1	114.1	114.1	0	0
Weighted Total.....	128.8	128.4 _r	127.1	+0.3	+1.3

¹Rents surveyed twice annually, May 15 and October 15.
²Compilation of indexes temporarily discontinued.

n.a. Not available.

r Revised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1945	July 1945	Aug. 1944	July 1945 to Aug. 1945	Aug. 1944 to Aug. 1945
Milwaukee					
Food.....	145.7	148.1	142.7	-1.6	+2.1
Housing ¹	103.4	103.4	103.4	0	0
Clothing.....	140.0	140.9	135.0	-0.6	+3.7
Fuel and light.....	112.3	111.7	109.8	+0.5	+2.3
Housefurnishings.....	129.1	129.1	127.9	0	+0.9
Sundries.....	122.5	122.5	121.0	0	+1.2
Weighted Total.....	126.9	127.7	124.9	-0.6	+1.6
Minneapolis					
Food.....	153.1	153.8 _r	149.3	-0.5	+2.5
Housing ¹	103.7	103.7	103.7	0	0
Clothing.....	136.3	136.4	133.9	-0.1	+1.8
Fuel and light.....	105.3	104.5	104.3	+0.8	+1.0
Housefurnishings.....	126.4	125.4	121.9	+0.8	+3.7
Sundries.....	123.5	123.5	120.6 _r	0	+2.4
Weighted Total.....	128.7	128.8	126.2 _r	-0.1	+2.0
Muskegon					
Food.....	170.1	173.0	161.9	-1.7	+5.1
Housing ¹	115.2	115.2	115.2	0	0
Clothing.....	130.9	130.9	132.1 _r	0	-0.9
Fuel and light.....	115.5	115.5	114.6	0	+0.8
Housefurnishings.....	121.9	121.9	120.6	0	+1.1
Sundries.....	121.6	121.6	120.6	0	+0.8
Weighted Total.....	134.5	135.2	131.9	-0.5	+2.0
Newark					
Food.....	144.2	144.1	139.0 _r	+0.1	+3.7
Housing ¹	101.4	101.4	101.4	0	0
Clothing.....	127.7	127.8	126.3	-0.1	+1.1
Fuel and light.....	105.5	104.7	102.8	+0.8	+2.6
Housefurnishings.....	134.8	134.7 _r	132.9	+0.1	+1.4
Sundries.....	120.1	120.1	119.4	0	+0.6
Weighted Total.....	125.8	125.8	123.4 _r	0	+1.9
New Haven					
Food.....	135.5	138.0	135.9	-1.8	-0.3
Housing ¹	105.3	105.3	105.3	0	0
Clothing.....	129.9	130.6	127.2	-0.5	+2.1
Fuel and light.....	113.7	113.6 _r	111.8	+0.1	+1.7
Housefurnishings.....	128.2	128.2	124.4	0	+3.1
Sundries.....	111.8	111.8	111.6	0	+0.2
Weighted Total.....	120.6	121.5	120.1	-0.7	+0.4
New Orleans					
Food.....	152.9	154.9	149.4	-1.3	+2.3
Housing ¹	110.6	110.6	110.6	0	0
Clothing.....	134.6	134.6	132.6	0	+1.5
Fuel and light.....	85.8	85.8	85.7 _r	0	+0.1
Housefurnishings.....	124.1	124.1	123.5	0	+0.5
Sundries.....	123.3	123.3	121.0	0	+1.9
Weighted Total.....	131.6	132.4	129.4 _r	-0.6	+1.7
New York					
Food.....	142.5	143.9	140.2	-1.0	+1.6
Housing ¹	100.8	100.8	100.8	0	0
Clothing.....	134.8	135.2	135.9	-0.3	-0.8
Fuel and light.....	109.8	109.8	107.5	0	+2.1
Housefurnishings.....	132.6	132.9	130.0	-0.2	+2.0
Sundries.....	123.7	123.7	121.5	0	+1.8
Weighted Total.....	126.4	126.9	125.0	-0.4	+1.1
Omaha					
Food.....	150.5	152.8	148.5	-1.5	+1.3
Housing ¹	100.6	100.6	100.6	0	0
Clothing.....	132.1	131.9	127.0	+0.2	+4.0
Fuel and light.....	108.4	108.4	106.5	0	+1.8
Housefurnishings.....	142.6	142.6	139.9	0	+1.9
Sundries.....	125.9	125.9	121.2	0	+3.9
Weighted Total.....	128.6	129.3	125.7	-0.5	+2.3
Parkersburg, W. Va.					
Food.....	148.8	148.5	144.3	+0.2	+3.1
Housing ¹	104.2	104.2	104.2	0	0
Clothing.....	124.9	124.9 _r	124.7	0	+0.2
Fuel and light.....	94.6	94.6	94.6	0	0
Housefurnishings.....	132.0	132.0	128.4	0	+2.8
Sundries.....	117.7	117.8	116.5	-0.1	+1.0
Weighted Total.....	127.3	127.2 _r	125.1	+0.1	+1.8
Philadelphia					
Food.....	142.1	143.3	140.4	-0.8	+1.2
Housing ¹	102.7	102.7	102.9	0	-0.2
Clothing.....	132.3	131.7	129.9	+0.5	+1.8
Fuel and light.....	115.2	114.4	110.0	+0.7	+4.7
Housefurnishings.....	131.5	131.7	125.3 _r	-0.2	+4.9
Sundries.....	125.6	125.6	125.1	0	+0.4
Weighted Total.....	128.1	128.4	126.5	-0.2	+1.3
Pittsburgh					
Food.....	145.9	147.6	143.2	-1.2	+1.9
Housing ¹	105.7	105.7	105.7	0	0
Clothing.....	131.3	130.9	130.0 _r	+0.3	+1.0
Fuel and light.....	111.5	110.9	110.3	+0.5	+1.1
Housefurnishings.....	121.9	121.9	118.3	0	+3.0
Sundries.....	120.2	120.2	118.9	0	+1.1
Weighted Total.....	126.5	127.0	124.9	-0.4	+1.3
Portland, Ore.					
Food.....	148.4	148.2	144.5	+0.1	+2.7
Housing ¹	110.0	110.0	110.0	0	0
Clothing.....	141.1	142.4	139.6	-0.9	+1.1
Fuel and light.....	124.9	124.9	124.9	0	0
Housefurnishings.....	122.5	122.5	120.6 _r	0	+1.6
Sundries.....	116.8	116.8	118.5	0	-1.4
Weighted Total.....	128.7	128.8	127.8	-0.1	+0.7
Providence					
Food.....	148.1	149.9	142.2 _r	-1.2	+4.1
Housing ¹	103.3	103.3	103.3	0	0
Clothing.....	135.2	135.2	133.7	0	+1.1
Fuel and light.....	115.7	115.2	115.4	+0.4	+0.3
Housefurnishings.....	126.2	126.2	126.2	0	0
Sundries.....	125.8	125.9	120.2	-0.1	+4.7
Weighted Total.....	128.6	129.2	125.0 _r	-0.5	+2.9
Richmond					
Food.....	162.4	162.0	158.4	+0.2	+2.5
Housing ¹	103.1	103.1	103.1	0	0
Clothing.....	132.0	131.9	129.8	+0.1	+1.7
Fuel and light.....	106.0	105.9	104.8	+0.1	+1.1
Housefurnishings.....	121.4	121.4	121.2	0	+0.2
Sundries.....	119.7	119.6	117.1	+0.1	+2.2
Weighted Total.....	129.7	129.6	127.4	+0.1	+1.8
Roanoke, Va.					
Food.....	152.9	152.7	150.3	+0.1	+1.7
Housing ¹	121.6	121.6	120.3	0	+1.1
Clothing.....	134.0	133.9	131.8	+0.1	+1.7
Fuel and light.....	109.7	109.5	107.9	+0.2	+1.7
Housefurnishings.....	124.8	124.8	121.9	0	+2.4
Sundries.....	123.1	123.1	122.0	0	+0.9
Weighted Total.....	131.9	131.8	130.1	+0.1	+1.4
Rochester					
Food.....	151.4	152.4	144.7	-0.7	+4.6
Housing ¹	103.9	103.9	103.9	0	0
Clothing.....	133.0	132.9	130.9	+0.1	+1.6
Fuel and light.....	119.6	119.6	118.0	0	+1.4
Housefurnishings.....	138.7	138.7	135.8	0	+2.1
Sundries.....	131.6	128.7	128.3	+2.3	+2.6
Weighted Total.....	130.8	130.3	127.5	+0.4	+2.6

¹Rents surveyed twice annually, May 15 and October 15.

_rRevised.

COST OF LIVING IN SIXTY CITIES—Continued

Source: THE CONFERENCE BOARD

NOTE: These indexes do NOT show intercity differences in price level or standards of living. They show only changes in living costs in each city, which changes may be compared with those for other cities.

CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1945	July 1945	Aug. 1944	July 1945 to Aug. 1945	Aug. 1944 to Aug. 1945
Rockford, Ill.					
Food.....	151.7	152.2	148.2	-0.3	+2.4
Housing ¹	138.1	138.1	138.1	0	0
Clothing.....	132.0	132.3	125.6	-0.2	+5.1
Fuel and light.....	116.0	115.6	113.6	+0.3	+2.1
Housefurnishings.....	131.3	131.3	131.2	0	+0.1
Sundries.....	122.4	122.4	121.3	0	+0.9
Weighted Total.....	135.1	135.2	132.9	-0.1	+1.7
Sacramento					
Food.....	148.6	149.5	147.6	-0.6	+0.7
Housing ¹	104.1	104.1	104.1	0	0
Clothing.....	141.8	141.3	137.4	+0.4	+3.2
Fuel and light.....	80.8	80.8	80.8	0	0
Housefurnishings.....	140.6	140.6	144.0	0	-2.4
Sundries.....	124.8	124.8	122.1	0	+2.2
Weighted Total.....	128.6	128.8	127.1	-0.2	+1.2
St. Louis					
Food.....	148.9	149.1	145.1	-0.1	+2.6
Housing ¹	105.8	105.8	105.8	0	0
Clothing.....	130.3	130.4	127.9	-0.1	+1.9
Fuel and light.....	116.8	116.8	114.7	0	+1.8
Housefurnishings.....	117.9	117.9	118.2	0	-0.3
Sundries.....	117.5	117.5	116.0	0	+1.3
Weighted Total.....	127.2	127.2	125.1	0	+1.7
St. Paul					
Food.....	143.0	143.7	142.5	-0.5	+0.4
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	127.6	127.0	124.2	+0.5	+2.7
Fuel and light.....	108.3	107.3	106.6	+0.9	+1.6
Housefurnishings.....	128.0	128.1	126.3	-0.1	+1.3
Sundries.....	122.9	121.4	120.5 ^r	+1.2	+2.0
Weighted Total.....	124.5	124.1	123.1 ^r	+0.3	+1.1
San Francisco-Oakland					
Food.....	146.7	147.4	144.8	-0.5	+1.3
Housing ¹	100.9	100.9	100.9	0	0
Clothing.....	136.1	134.5	132.0	+1.2	+3.1
Fuel and light.....	90.0	90.0	89.7	0	+0.3
Housefurnishings.....	124.7	124.7	119.9	0	+4.0
Sundries.....	124.1	124.1	122.2	0	+1.6
Weighted Total.....	127.6	127.6	125.7	0	+1.5
Seattle					
Food.....	152.2	152.7	149.2	-0.3	+2.0
Housing ¹	106.5	106.5	106.5	0	0
Clothing.....	129.6	129.6	126.5	0	+2.5
Fuel and light.....	110.4	110.4	108.6	0	+1.7
Housefurnishings.....	121.1	121.1	120.9	0	+0.2
Sundries.....	121.1	121.1 ^r	120.8	0	+0.2
Weighted Total.....	128.8	129.0	127.3	-0.2	+1.2
Spokane					
Food.....	144.3	144.3	139.5	0	+3.4
Housing ¹	102.0	102.0	102.0	0	0
Clothing.....	124.5	124.5	124.0	0	+0.4
Fuel and light.....	134.7	134.7	133.9	0	+0.6
Housefurnishings.....	132.7	132.7	132.9	0	-0.2
Sundries.....	119.9	119.9	117.9	0	+1.7
Weighted Total.....	127.4	127.4	125.1	0	+1.8
Syracuse					
Food.....	145.9	147.1	138.8	-0.8	+5.1
Housing ¹	116.2	116.2	116.2	0	0
Clothing.....	133.4	133.3	132.9	+0.1	+0.4
Fuel and light.....	120.1	120.1	114.2	0	+5.2
Housefurnishings.....	130.3	130.3	132.2	0	-1.4
Sundries.....	120.1	120.1	118.7	0	+1.2
Weighted Total.....	128.6	128.9	125.7	-0.2	+2.3
Toledo					
Food.....	149.8	151.3	142.9	-1.0	+4.8
Housing ¹	113.1	113.1	113.0	0	+0.1
Clothing.....	132.4	131.2	125.4	+0.9	+5.6
Fuel and light.....	109.6	108.9	107.6	+0.6	+1.9
Housefurnishings.....	122.8	122.8 ^r	123.3	0	-0.4
Sundries.....	129.2	129.2	127.8	0	+1.1
Weighted Total.....	131.3	131.5 ^r	127.9	-0.2	+2.7
Wausau, Wis.					
Food.....	157.5	159.3	151.7	-1.1	+3.8
Housing ¹	102.7	102.7	102.7	0	0
Clothing.....	143.9	143.8	138.3	+0.1	+4.0
Fuel and light.....	110.6	109.9	109.8	+0.6	+0.7
Housefurnishings.....	125.6	125.6	125.7	0	-0.1
Sundries.....	117.0	116.9	116.5	+0.1	+0.4
Weighted Total.....	129.0	129.4	126.5	-0.3	+2.0
Wilmington, Del.					
Food.....	142.2	143.1	142.9	-0.6	-0.5
Housing ¹	104.9	104.9	104.6	0	+0.3
Clothing.....	133.2	133.4	130.7	-0.7	+1.9
Fuel and light.....	107.4	107.4	104.8	0	+2.5
Housefurnishings.....	126.6	126.5 ^r	119.9	+0.1	+5.6
Sundries.....	116.1	116.1	116.6	0	-0.4
Weighted Total.....	125.6	126.0 ^r	125.1	-0.3	+0.4
Youngstown					
Food.....	157.4	158.3	152.0	-0.6	+3.6
Housing ¹	105.6	105.6	105.6	0	0
Clothing.....	146.4	146.5	137.6 ^r	-0.1	+6.4
Fuel and light.....	108.7	108.2	106.7	+0.5	+1.9
Housefurnishings.....	134.2	134.4	130.7 ^r	-0.1	+2.7
Sundries.....	116.6	116.7	114.9	-0.1	+1.5
Weighted Total.....	130.8	131.1	127.4 ^r	-0.2	+2.7

¹Rents surveyed twice annually, May 15, and October 15.

^rRevised.

PERCENTAGE CHANGES, COST OF LIVING IN FOUR CITIES

CITY	July 1945 to Aug. 1945	Aug. 1944 to Aug. 1945	CITY	July 1945 to Aug. 1945	Aug. 1944 to Aug. 1945	CITY	July 1945 to Aug. 1945	Aug. 1944 to Aug. 1945	CITY	July 1945 to Aug. 1945	Aug. 1944 to Aug. 1945
Evansville, Ind.			Joliet, Ill.²			Lewistown, Pa.			Trenton, N. J.		
Food.....	-0.4	+1.1	Food.....	-0.9	+2.9	Food.....	-0.1	+3.5	Food.....	-2.2	-0.5
Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	0	Housing ¹	0	0
Clothing.....	-0.6	+4.4	Clothing.....	0	+4.3	Clothing.....	+0.3	+8.0	Clothing.....	-0.1	+6.2
Fuel and light.....	+0.1	+0.8	Fuel and light.....	+0.1	+1.6	Fuel and light.....	0	+5.2	Fuel and light.....	0	+4.2
Housefurnishings.....	+0.1	+2.4	Housefurnishings.....	0	+1.6	Housefurnishings.....	-0.6	-0.7	Housefurnishings.....	0	+2.4
Sundries.....	0	+6.0	Sundries.....	+0.1	+2.3	Sundries.....	0	+0.9	Sundries.....	0	+4.7
Weighted Total.....	-0.1	+3.0	Weighted Total.....	-0.3	+2.4	Weighted Total.....	-0.1	+2.8	Weighted Total.....	-0.9	+2.1

¹Rents surveyed twice annually, May 15, and October 15.

²Includes Lockport and Rockdale.

Strikes and Turnover Rates

STRIKES and lockouts during July totaled 500, or 15 more than in June, according to preliminary estimates released by the Bureau of Labor Statistics. The July figure was exceeded in only two months since Pearl Harbor—in May and August, 1944. Bureau reports indicate 290,000 workers involved and 1,500,000 man days of idleness. Both these figures reflect slight declines from the June levels, but are nevertheless among the highest monthly totals since December, 1941.

In manufacturing industries, labor turnover was estimated to have been slightly less than in June. Separations were re-

ported at 7.8 per hundred employees in July while accessions amounted to 5.6 per hundred employees. Layoffs, as one of the causes of separations, amounted to 1.6 per hundred employees in July, or more than double the average monthly rate reported during 1943 and 1944 and the first four months of this year.

Outstanding on the August record was the strike on the twenty-third of 4,500 UAW (CIO) workers at two Kelsey-Hayes Wheel Company plants in Detroit. These members of West Side Local No. 174 of the UAW (CIO) reportedly walked out in protest against the denial by Re-

gional War Labor Board 11 of the union's request for reinstatement on the payroll of four employees. Press reports recounted the discharge last April of thirteen employees following a fracas in which two foremen were forcibly ejected from the plants. Subsequently, the RWLB directed nine of the thirteen reinstated with back pay. One of the remaining four men has left the state and is no longer involved, but the other three are minor officials of the local. A Ford Motor Company spokesman was reported to have held the Kelsey-Hayes stoppage directly responsible for the forced layoff

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing						
	Strikes ¹			Production ² (1935-1939 =100)	Turnover Rate per 100 Employees ¹					Accessions ⁷
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations ³					
	Number	Workers Involved (Thousand)			Total	Quits ⁴	Miscella- neous ⁴	Discharges ⁵	Layoffs ⁶	
1930.....	637	183	3,317	90	59.65	18.64		5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39		2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34		1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66		2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67		2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37		2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02		2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97		2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46		1.29	40.47	46.16
1939.....	2,613	1,171	17,812	109	37.71	9.52		1.52	26.67	48.85
1940.....	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86	64.51
1942.....	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87	91.62
1943.....	3,752	1,981	13,501	258	86.86	62.11	10.56	7.12	7.07	89.64
1944.....	4,956	2,116	8,721	252	781.8	761.0	5.9	7.7	7.2	78.0
1944 July.....	469	172	652	248	6.6	5.0	.4	.7	.5	6.3
August.....	501	198	959	251	7.8	6.2	.4	.7	.5	6.3
September.....	408	207	786	249	7.6	6.1	.3	.6	.6	6.1
October.....	430	222	756	250	6.4	5.0	.3	.6	.5	6.0
November.....	345	201	789	248	6.0	4.6	.3	.6	.5	6.1
December.....	264	92	387	248	5.7	4.3	.3	.6	.5	75.1
1945 January.....	240	44	228	248	6.2	4.6	.3	.7	.6	7.0
February.....	310	109	412	249	6.0	4.3	.3	.7	.7	5.0
March.....	400	210	860	249	6.8	5.0	.4	.7	.7	4.9
April.....	450	285	1,330	245	6.6	4.8	.4	.6	.8	4.7
May.....	425	310	2,025	241	7.0	4.8	.4	.6	1.2	5.0
June.....	p485	p292	p1,725	r234	r7.9	r5.1	.4	r.7	r1.7	r5.9
July.....	p500	p290	p1,500	p225	p7.8	p5.2	p.4	p.6	p1.6	p5.6

¹United States Bureau of Labor Statistics.

²Federal Reserve annual production data are averages of monthly figures.

³A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁴A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

⁵A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

⁶A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

⁷An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

⁸Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary

n.a. Not available.

rRevised.

LABOR DISPUTES ORIGINATING IN AUGUST, 1945

Incomplete report based upon information appearing in the press

Organization Affected	Union	Location	Date Begun	Date Ended	Number of Workers Affected	
Manufacturing, Building, and Mining						
Aluminum Company of America.....	CIO	(1)	8/ 6	8/ 7	1,000	¹ Glassmere, Logan's Ferry and New Kensington, Pa.
American Blower Corporation.....	CIO	Dearborn, Mich.	8	..	450	² Mill workers.
American Box Board Company ²	AFL	Grand Rapids, Mich.	9	15	200	³ Granite City and East St. Louis, Ill.
American Car & Foundry Company.....	AFL	St. Louis, Mo.	6	..	136	⁴ Irvin Works.
American Smelting & Refining Company.....	UMW	Federal, Ill.	2	..	400	⁵ Marysville plant.
American Steel Foundries.....	CIO	(3)	13	..	3,000a	⁶ Two plants.
Ampco Twist Drill Company.....	n.a.	Jackson, Mich.	9	..	300	⁷ Plant guards at Neville Island shipyards.
Atlantic Basin Iron Works, Inc.....	CIO	Brooklyn, N. Y.	29	..	3,500	⁸ National No. 1 mine.
Bundy Tubing Company.....	CIO	Detroit, Mich.	22	..	900	⁹ Telephone workers at the Madison Ordnance plant.
Carnegie-Illinois Steel Corporation.....	n.a.	Pittsburgh, Pa. ⁴	26	28	375b	¹⁰ AFL and an independent union involved.
Chrysler Corporation.....	CIO	Detroit, Mich. ⁵	2	..	1,500	¹¹ Maintenance men.
Consolidated Paper Company ⁶	CIO	Monroe, Mich.	15	31	1,800	¹² Employed in 60 Detroit area shops.
Continental Motors Corporation.....	CIO	Detroit, Mich.	29	..	600	¹³ Henderson, Montour No. 4, Crescent No. 1 and Ocean mines.
Detroit Steel Products Company.....	CIO	Detroit, Mich.	3	27	500c	¹⁴ Creighton plant.
Dravo Corporation ⁷	CIO	Pittsburgh, Pa.	1	1	30	¹⁵ Plant No. 2.
Electric Storage Battery Company ⁸	CIO	Philadelphia, Pa.	2	10	3,300	¹⁶ Operators, maintenance men and other union members.
H. C. Frick Coke Company.....	n.a.	Morgan, Pa. ³	21	..	551	¹⁷ U. S. Naval Ordnance plant.
George A. Fuller Company ⁹	(10)	St. Louis, Mo.	4	..	n.a.	¹⁸ Typographical employees.
General Cable Corporation ¹¹	AFL	St. Louis, Mo.	3	4	250	¹⁹ Bus drivers.
Goodyear Tire & Rubber Company.....	CIO	Jackson, Mich.	30	..	1,300	²⁰ Suburban lines serving ten communities.
Hercules Forge Company.....	CIO	Detroit, Mich.	28	..	100	²¹ Operating between Morris and West Essex Counties (N. J.) and Jersey City, Newark and New York.
Hudson Motor Car Company.....	CIO	Detroit, Mich.	23	24	900	²² Inspectors and maintenance men.
Kelsey-Hayes Wheel Company.....	CIO	Detroit, Mich.	23	..	4,500d	²³ Employed by Columbia University.
Merco-Nordstrom Valve Company.....	CIO	Oakland, Calif.	6	..	600	²⁴ Employed by <i>The San Antonio Light</i> , <i>The Express</i> and <i>Evening News</i> , all of which suspended publication.
Monsanto Chemical Company.....	AFL	Monsanto, Ill.	9	..	1,250	²⁵ Employed by 72 contractors.
Murchev Machine & Tool Company.....	n.a.	Detroit, Mich.	10	..	600	²⁶ Employees of the municipal railway bus lines.
Patternmakers ¹²	AFL	Detroit, Mich.	9	..	800	
Philadelphia Navy Yard.....	n.a.	Philadelphia, Pa.	6	8	2,000	
Pittsburgh Coal Company.....	n.a.	Pittsburgh, Pa. ¹³	3	4	1,800	
Pittsburgh Plate Glass Company.....	CIO	Pittsburgh, Pa. ¹⁴	17	9/ 1	3,000	
Pittsburgh Steel Company.....	n.a.	Allenport, Pa.	9	8/20	2,570e	
Pressed Metals Company of America.....	CIO	Port Huron, Mich.	23	..	350	
Richmond Radiator Company.....	CIO	Uniontown, Pa.	1	..	550	
St. Louis Car Company.....	CIO	St. Louis, Mo.	2	4	1,100	
Solvay Process Company.....	CIO	Detroit, Mich.	23	27	700	
Sugar refinery employees.....	AFL	New York and Yonkers, N. Y.	14	16	1,800	
Timken-Detroit Axle Company.....	CIO	Detroit, Mich. ¹⁵	13	19	700	
United Traction Company ¹⁶	AFL	Albany, N. Y.	29	30	400	
Westinghouse Electric Elevator Co.....	CIO	Jersey City, N. J.	23	26	1,400	
Westinghouse Electric & Manufacturing Company ¹⁷	CIO	Detroit, Mich.	22	22	3,000	
Weyerhaeuser Timber Company.....	CIO	Klamath Falls, Ore.	9	..	(f)	
Woodall Industries, Inc.....	CIO	Detroit, Mich.	27	..	250	
Miscellaneous						
Beckley Newspapers Corporation ¹⁸	AFL	Beckley, W. Va.	21	22	18	
Buffalo Transit Company ¹⁹	AFL	Buffalo, N. Y. ²⁰	7	8	110	
DeCamp Bus Lines ¹⁹	AFL	(21)	29	..	150	
Georgia-Florida Railway.....	n.a.	Augusta, Ga.	7	..	125	
Interborough Rapid Transit System ²²	CIO	New York, N. Y.	15	..	1,677	
Maintenance workers ²³	CIO	New York, N. Y.	29	..	375	
Newspaper carriers.....	AFL	St. Louis, Mo.	16	9/ 6	200g	
Painters.....	AFL	New York, N. Y.	2	h	600	
Printers ²⁴	AFL	San Antonio, Tex.	27	..	125	
Refrigeration maintenance men ²⁵	AFL	St. Louis, Mo.	6	..	72	
Repairmen ²⁶	n.a.	San Francisco, Calif.	28	8/28	100	
Union Railroad.....	CIO	Pittsburgh, Pa.	16	20	(i)	

of 1,900 Ford employees assembling 1946 cars and tractors, since the wheels and brake drums supplied by Kelsey-Hayes are essential to the functioning of the Ford assembly line.

Alleged refusal by the Atlantic Basin Iron Works of Brooklyn, New York, to pay workers for holiday time taken on August 15 and 16, days when the nation was celebrating the announcement of the war's end, was reported to have been the cause of a walkout of 3,500 members of the Industrial Union of Marine &

Shipbuilding Workers of America (CIO) on August 29. A six-man delegation representing the workers attempted to discuss the issue with the company's president but met with refusal, according to the press.

This same issue reportedly caused a three-hour strike of 3,000 members of Local No. 154 of the UAW (CIO) at the United States Naval Ordnance plant at Centerline, Michigan. In this case, it was said by union officials that the Westinghouse Electric & Manufacturing Com-

pany, operator of the arsenal, had agreed to negotiate their demands.

Work stoppages involving approximately 3,000 workers in the case of each employer were also reported at the American Steel Foundries plants in Granite City and East St. Louis, Illinois, at two Philadelphia plants of the Electric Storage Battery Company, and at the Pittsburgh Plate Glass Company's Creighton plant.

G. M. GRAYBILL, JR.
Division of Labor Statistics

WAGE-INCREASE ANNOUNCEMENTS¹, AUGUST 1-31

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
Buhl Stamping Company, Inc.....	Detroit, Mich.	22¢/hr.	....	To women punch-press operators. In conformance with "equal pay for equal work" principle. New rate, \$1.10/hr.
Campbell Soup Company.....	Camden, N. J.	8¢/hr.	5,000	To correct substandard rates
Chamberlin Cafeteria.....	Washington, D. C.	4.8¢/hr.	50	To cafeteria workers. Retroactive to January 17, 1945. Will make necessary an increase in the price of meals
Curtiss-Wright Corporation, Airplane Division..	Buffalo, N. Y.	10¢/hr.	400	Women employees. In conformance with "equal pay for equal work" principle. Retroactive to September 4, 1944
Delco Appliance Division, General Motors Corporation	Rochester, N. Y.	4¢-13¢/hr.	1,250	Semi-skilled labor. Retroactive to August 5, 1943
Globe Forge, Incorporated.....	Syracuse, N. Y.	10¢/hr.	200	To drivers, mechanics, dispatchers, office help. Retroactive to January 1, 1944
Green Bus Lines.....	Queens, N. Y.	4½¢/hr.	500	
Kelley Baking Company.....	Syracuse, N. Y.	5¢-15¢/hr.	....
Montgomery Ward & Company.....	Baltimore, Md.	7¢/hr.	1,200	
National City Bus Lines.....	Aurora City and Elgin City, Ill.	6¢/hr.	....	Drivers and shop employees of Aurora City lines, Elgin City lines and Aurora-Elgin inter-urban lines. Retroactive to March 1, 1944
Waterfront Employers Association.....	Pacific Coast	5¢/hr.	15,000	To longshoremen
Building employers.....	Chicago, Ill.	7½¢/hr. 6¢/hr.	.... .... 5,200	Men Women Office building janitors—retroactive to July 1, 1944
4 city hospitals.....	Manhattan and Brooklyn, N. Y.	4¢/hr.	800 1,400	Theater janitors—retroactive to March 1, 1945
Commercial printers.....	Washington, D. C.	\$2.62½/wk.	....	Over-all increase to hospital workers. New rate for bacteriologists \$1.25; porters 50¢/hr.
Movie theater operators.....	Chicago, Ill.	....	....	To typographical printers. New basic rate, \$1.53/hr.
5 restaurants.....	Pittsburgh, Pa.	2½¢/hr.	370	5% . 2½% additional to be given 2nd year and 2½% more 3rd year. Movie projector operators in 385 Chicago theaters. Those in Class C theaters will receive \$2-\$3.25 an hour depending on size of theater
Sheet metal contracting industry.....	Baltimore, Md.	4½¢/hr.	....	Retroactive to November 1, 1944
Textile mills.....	New England area	5¢/hr.	80,000	Hourly rate increased to \$1.62½ Employees throughout area. Cotton and rayon textile workers

¹Includes salary-increase announcements.

Management Book Shelf

American Labor Unions, What They Are and How They Work. By Florence Peterson. New York: Harper and Brothers. \$3.00.

The growth of labor unions in the United States from the 1790's to the CIO, AFL and railroad brotherhood unions of today is analyzed and reported by the director of the industrial relations division of the Bureau of Labor Statistics. The various forces within labor which are responsible for the changes in America's collective-bargaining picture, as well as the role of legislation, are indicated. The extent of collective bargaining from the turn of the century to the present day is recorded. The constitutions of the AFL and the CIO are published, along with a glossary of labor terms. AFL, CIO and independent unions are listed

One of the most interesting chapters, "Adjustment of Disputes," covers some of the methods employed by employers and employees, and the agencies called upon to settle or arbitrate differences that the employees and industry representatives cannot agree upon.

The author states that "the life of every person in the United States, whether engaged in business or the professions, whether a politician, housewife, farmer or worker himself, is affected in some way by the existence and activities of labor organization. This will continue so long as we maintain a democratic form of government and a system of free enterprise in business, because organizations of workers are a natural concomitant of a competitive economy and an evidence of a free system."

Many observers of America's collective bargaining picture agree that business and industry in general know too little about the structure, the functions and activities of labor organizations. By the same token,

it is also pretty much agreed that organized labor knows too little about the functions and structure of American industry. This book does much to reveal facts that should be known to all who are interested in the personnel side of our economic and social relationships. A. A. D.

Management Reading

Union Security Plans, Maintenance of Membership and the Check-Off. Bulletin No. 10. Kingston, Ontario: Queens University, Department of Industrial Relations. 1945.

There seems to be a trend by Canadian collective bargaining units in mass-production industries to ask for inclusion of union-security and dues-checkoff provisions. This booklet analyzes in clear, concise fashion the meaning of checkoff of union dues and maintenance-of-membership clauses. The analysis is based on experiences in Canada and on this side of the border with various types of maintenance-of-membership provisions and their effect on collective-bargaining relations. A.A.D.

"The Organization of Salaried Employees in Sweden," by Otto Nordenskiöld, *International Labour Review*, July, 1945. This article contains a history of the growth of unions of salaried workers in Sweden. It lists the membership of labor unions and breaks down by vocation, the number of salaried workers who are affiliated with the Central Federation of Salaried Employees. A.A.D.

"Health Benefit Programs Established Through Collective Bargaining," *Monthly Labor Review*, August, 1945. This analysis indicates the extent of health benefit programs incorporated into union contracts. The article indicates a trend in this direction during the last decade. A.A.D.

"Course in Marketing and Sales" *Sales Management*, September 1, 1945. The widely pub-

licized "Bowes Indiana University Specialized Sales Training Course" is explained fully enough here to understand what the worthy "shouting is all about." C.E.Y.

"Rating Maintenance Men," *Factory Management and Maintenance*, June, 1945. The article shows rating forms and a good explanation of how they are used effectively by foremen, their superiors, and the industrial relations department. C.E.Y.

"The Foreman Abdicates," *Fortune*, September, 1945. Describes the Foreman's Association of America as developed under Robert H. Keys. Short-term and long-term reasons for foremen's unions are given. Foremen believe that through the union they will gain greater knowledge of jobs and people and obtain greater authority. Executives view FAA as a counter-

organization of management and as a further extension of control by workers through worker unions. The article gives highlights of the Ford contract, the relationship of the Foreman's Association of America with General Motors, Packard and several others, and appraises FAA's future. C.E.Y.

"United They Bargain," by John H. Rider, *The Nation's Business*, September, 1945. An analysis of how San Francisco employers united to "prevent strikes, disagreements and disorder." Mr. Rider says that "organized labor is here to stay. Collective bargaining is here to stay." The article seems to have been written with the view in mind that employers should organize into area councils so that they can meet collective-bargaining units collectively. A.A.D.

STUDIES IN PERSONNEL POLICY

RECENTLY PUBLISHED BY
THE CONFERENCE BOARD
247 Park Avenue, New York 17, N. Y.

- No. 15—Training Solutions of Company Problems
 - A.—Programs Giving Special Attention to Development of Executive and Supervisory Personnel
- No. 16—Company Pension Plans and the Social Security Act
- No. 17—Medical and Health Programs in Industry
- No. 18—Training Solutions of Company Problems
 - B.—Programs Giving Special Attention to Development of the Skill of Non-Supervisory Production Employees
- No. 19—Some Problems in Wage Incentive Administration
- No. 20—Personnel Activities in American Business
- No. 21—Trends in Company Vacation Policy
- No. 22—Training Solutions of Company Problems
 - C.—Programs Designed for the Development of Sales Personnel
- No. 23—Personnel Practices in Factory and Office (*Revised Edition*)
- No. 24—Employment of Aliens and Plant Protection
- No. 25—Job Evaluation—Formal Plans for Determining Basic Pay Differentials
- No. 26—Quick-Training Procedures
- No. 27—Reducing Fluctuations in Employment—Experience in 31 Industries
- No. 28—Deferment under the Selective Service Act, with Appendix Covering the National Guard and Reserve Corps
- No. 29—Recognizing Long Service
- No. 30—Foreman Compensation
- No. 31—Employee Publications
- No. 32—Experience with Employment Tests
- No. 33—Problems in Wage Adjustment
- No. 34—Vacation Policy and National Defense
- No. 35—Shift Operation under Defense Conditions
- No. 36—Training White Collar Employees
- No. 37—Selecting, Training and Upgrading Supervisors, Instructors, Production Workers
- No. 38—Employment Procedures and Personnel Records
- No. 39—Employee Rating
- No. 40—Shift Practice in War Industry
- No. 41—Women in Factory Work
- No. 42—Employee Thrift Plans in Wartime
- No. 43—Employee Suggestion Systems
- No. 44—Company Policies Regarding Military and Civilian War Service
- No. 45—Employee's Handbooks
- No. 46—Reducing Absenteeism
- No. 47—Company Annual Reports to Employees
- No. 48—Industrial Lunchrooms in Wartime
- No. 49—Visual Aids in Industrial Training
- No. 50—Dismissal Compensation
- No. 51—Unions of White Collar Employees
- No. 52—Company Policies on Military Service and War Jobs
- No. 53—The Problem of Absenteeism
- No. 54—Morale Factors in Production
- No. 55—Time Schedules in Job Training
- No. 56—Wartime Influences on Vacation Policies
- No. 57—Clerical Salary Survey of Rates Paid April, 1943
- No. 58—Wartime Pay of Women in Industry
- No. 59—Personnel Practices in Factory and Office, II
- No. 60—Collective Bargaining Developments and Representative Union Agreements
- No. 61—Trends in Company Pension Plans
- No. 62—Principles and Application of Job Evaluation
- No. 63—Employment of Handicapped Persons
- No. 64—Company Organization Charts
- No. 65—Seniority and Reemployment of War Veterans
- No. 66—Foreman Training in the Anthracite Industry
- No. 67—Designing a Company Pension Plan
- No. 68—Wage Incentive Practices
- No. 69—Reemployment of Veterans
- No. 70—Company Group Insurance Plans

Prepared by

THE CONFERENCE BOARD

MANAGEMENT RESEARCH DIVISION

S. AVERY RAUBE, *Director*

F. BEATRICE BROWER
WILLIAM N. DAILEY
ABRAHAM A. DESSER

EUGENE S. HORNING
GENEVA SEYBOLD
ETHEL M. SPEARS

C. E. YOUNT

and the

DIVISION OF LABOR STATISTICS

ROBERT A. SAYRE, *Director*

ELIZABETH P. ALLISON
ALICE P. GLASSON

GUY M. GRAYBILL, JR.
MARY ANN O'DONNELL

MARY A. WERTZ



FOUNDED 1916

Published for the special information of Associates of the
NATIONAL INDUSTRIAL CONFERENCE BOARD, INC.
247 Park Avenue, New York 17, N. Y.

The Fact Tool Maker for a Free America